



core
Insights
DRIVEN BY GROUNDED SOLUTIONS

GENDER EQUALITY PLAN (GEP)

APRIL 2026

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CORE INSIGHTS CONSULTING UG

Bremen, Germany

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Effective Date: _____

Approved by Management: _____

Review Cycle: Every 2 Years

1. Statement of Commitment

Core Insights Consulting UG is committed to promoting gender equality, equal opportunity, dignity, diversity, and inclusion in all aspects of its internal operations and external activities.

We believe that fair participation of women and men strengthens organisations, improves decision-making, increases innovation, and contributes to sustainable economic and social development.

As a company engaged in consulting, development cooperation, and public-sector advisory work, we are committed to integrating gender equality principles into our workplace culture, partnerships, and project delivery.

2. Scope of this Plan

This Gender Equality Plan applies to:

- Management
- Employees
- Consultants
- Freelancers
- Interns
- Job applicants
- Project staff
- Partners and subcontractors where relevant

3. Our Core Principles

Core Insights Consulting UG commits to the following principles:

3.1 Equal Opportunity

All individuals shall have equal access to opportunities regardless of:

- Gender
- Sex
- Family status
- Pregnancy or parental status
- Nationality
- Ethnicity
- Religion
- Disability
- Age
- Sexual orientation

3.2 Merit-Based Decisions

Recruitment, promotion, and assignments shall be based on competence, qualifications, experience, and performance.

3.3 Respect and Dignity

Every person has the right to work in an environment free from harassment, intimidation, bullying, discrimination, and abuse.

3.4 Inclusion

Different backgrounds, experiences, and perspectives are valued and encouraged.

4. Minimum EU Process Requirements

4.1 Public Formal Document

This Gender Equality Plan is formally adopted by company management and may be shared publicly or upon request as evidence of institutional commitment.

4.2 Dedicated Resources

Management commits appropriate time, oversight, and internal resources for implementation of this plan.

Where necessary, external expertise may be used to strengthen implementation.

4.3 Data Collection and Monitoring

The company will proportionately monitor relevant indicators such as:

- Gender representation in staffing
- Recruitment outcomes
- Participation in training
- Leadership responsibilities
- Reported concerns related to equality

Progress will be reviewed periodically.

4.4 Training and Awareness

The company commits to promoting awareness among staff and decision-makers on:

- Equal opportunity principles
- Respectful workplace conduct
- Prevention of discrimination
- Prevention of sexual harassment
- Inclusive leadership practices

5. Strategic Priority Areas

5.1 Work-Life Balance and Organizational Culture

We aim to maintain a healthy and supportive work environment through:

- Reasonable flexibility where operationally possible
- Respect for family responsibilities
- Fair workload distribution
- Professional wellbeing culture

5.2 Gender Balance in Leadership and Decision-Making

The company supports equal participation of women in leadership, advisory, and decision-making roles.

5.3 Recruitment and Career Development

The company seeks fair and unbiased recruitment processes and equal access to growth opportunities.

5.4 Gender Equality in Services and Projects

Where relevant, consulting assignments and funded projects will consider:

- Equal participation of women and men
- Barriers affecting women's access
- Inclusion of women beneficiaries
- Gender-sensitive planning and implementation

This is particularly relevant for programmes focused on women's economic empowerment.

5.5 Prevention of Gender-Based Violence and Sexual Harassment

The company applies zero tolerance toward:

- Sexual harassment
- Exploitation
- Abuse
- Gender-based violence
- Retaliation against complainants

Any concern raised will be handled seriously, confidentially, and appropriately.

6. Implementation Measures (2026–2028)

Core Insights Consulting UG intends to:

- Maintain equal opportunity recruitment standards
- Promote inclusive decision-making
- Review staffing balance as the company grows
- Apply gender-sensitive approaches in project work
- Maintain safe reporting channels
- Review this plan regularly and improve practices over time

7. Proportionality for Small Enterprises

As a small and growing enterprise, implementation measures are proportionate to company size and resources. However, the company fully endorses European values of equality and inclusion and is committed to continuous improvement.

8. Responsibility

Overall responsibility for implementation lies with company management.

All persons working with the company are expected to uphold the principles of this plan.

9. Review and Updates

This plan shall be reviewed at least every two years, or earlier if organisational growth, legal developments, or project requirements make updates necessary.

10. Approval

Approved on behalf of Core Insights Consulting UG

Name: _____

Position: **Geschäftsführer / Managing Director**

Signature: _____

Date: _____