



Gender Equality Plan

Effective from: 2026

Ecopath International Initiative (EII) is committed to equal opportunities and to a working environment free from discrimination and harassment. Employment, contracting, professional development and participation in EII activities are based on relevant qualifications, experience, performance and organisational needs, irrespective of sex, gender, gender identity or other personal characteristics.

EII is a small, internationally distributed organisation consisting of a limited number of employees and long-term collaborators. Its approach to gender equality is therefore proportionate to its size and organisational structure.

Responsibility for this Gender Equality Plan rests with the EII Board. The Board will ensure that appropriate staff time or external expertise is available when required to implement the Plan.

EII will maintain sex/gender-disaggregated information on its personnel where legally permissible and meaningful. This information will be reviewed annually by the Board and a brief record of the review will be retained. Given the small size of EII, information will not be reported in a way that could identify individuals.

EII personnel and decision-makers will have access to appropriate awareness or training material concerning gender equality and unconscious gender bias.

EII supports flexible working arrangements where compatible with organisational requirements and seeks to ensure equal treatment in recruitment, remuneration, professional development and decision-making. Discrimination, bullying, sexual harassment and gender-based harassment are not accepted.

Where sex or gender is relevant to the subject, methodology or interpretation of EII research, it will be appropriately considered. No distinction will be introduced where it has no scientific relevance.

This Plan is approved by the EII Board and published on the EII website.

Approved by the Board of Ecopath International Initiative

Name: _____
Position: _____
Date: _____
Signature: _____