



## **Commitment to promoting equal professional opportunities**

The **Gender Equality Plan** is a voluntary commitment to promote equal professional opportunities that serve as the basis for the innovative strength of the 3CL Foundation and is an essential part of the entire organisational culture. The 3CL Foundation promotes equal career opportunities to ensure equitable and family-friendly structures and processes and continuously increase the proportion of women at the various qualification and performance levels.

The 3CL Foundation **annually monitors and analyses the status quo of equal opportunities**, identifies potential development areas, and adjusts goals, measures and needs-oriented programs. The 3CL Foundation will transparently present its analysis, evaluation, goals, implementation plans and successes in annual reports.

**The annual report provides an overview of the general conditions and implementation of measures in work-life balance, recruitment, career advancement and cultural development.**

**The Gender Equality Plan was introduced as part of the Horizon Europe Programme** as a new funding criterion for research organisations. The analogue of the Gender Equality Plan is to provide equality at the management level and in decision-making processes, the integration of gender aspects in research and measures against gender discrimination in the workplace.

The 3CL Foundation structurally anchored **the Gender Equality Plan** to its overall concept towards equal career opportunities contributing **to the European goals for equal opportunities and striving for a change in the organisational culture.**

A handwritten signature in blue ink, appearing to read 'A. Grech', is written over a faint, circular stamp or watermark.

**Dr. Alexander Grech**

Executive Director

20<sup>th</sup> December 2021