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FOUNDATION



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GENDER EQUALITY AND EQUITY PLAN

Preamble

The World Sustainability Foundation (WSF) is committed to the principles of sustainability, which are intrinsically linked to equality, justice, and social well-being. We recognize that gender equality is not only a fundamental human right but a necessary foundation for a peaceful, prosperous, and sustainable world. This document outlines our formal commitment and actionable plan to promote, achieve, and maintain gender equality and equity within our organization.

Article 1: Purpose and Scope

This plan applies to all employees, contractors, volunteers, and stakeholders of the World Sustainability Foundation. Its purpose is to:

- a) Eliminate all forms of gender-based discrimination and bias.
- b) Promote equal opportunities in recruitment, career development, and remuneration.
- c) Foster an inclusive and supportive workplace culture for people of all genders.
- d) Integrate a gender perspective into our internal and external sustainability projects.

Article 2: Definitions

For the purposes of this plan:

- a) **Gender Equality:** The state of having equal rights, responsibilities, and opportunities for all genders.
- b) **Gender Equity:** The process of being fair to people of all genders. To ensure fairness, measures must often be available to compensate for historical and social disadvantages.
- c) **Gender-Based Discrimination:** Any distinction, exclusion, or restriction made on the basis of gender which has the effect of impairing or nullifying the recognition, enjoyment, or exercise of human rights and fundamental freedoms.

Article 3: Responsible Officer

Naomi Bray is appointed as the Gender Equality Officer. In this role, she is responsible for:

- a) Overseeing the implementation, monitoring, and review of this plan.
- b) Serving as a first point of contact for concerns related to gender equality.
- c) Providing guidance and training to staff on gender-related matters.
- d) Reporting annually to the WSF Board on the progress of this plan.

Article 4: Recruitment and Career Advancement

WSF is committed to gender-balanced and unbiased processes.

- a) All job descriptions and advertisements will use gender-neutral language.
- b) Hiring panels will, where possible, include members of different genders.
- c) We will implement unconscious bias training for all staff involved in hiring and promotion decisions.
- d) We commit to setting and reviewing targets for gender balance in leadership and senior positions.

Article 5: Equal Pay for Work of Equal Value

WSF guarantees equal remuneration, including base salary and all benefits, for work of equal value.

- a) A regular gender pay gap analysis will be conducted to identify, address, and prevent any unjustified disparities.
- b) Salary ranges for all positions will be based on objective, gender-neutral criteria.

Article 6: Work-Life Balance and Parenthood

WSF supports all employees in achieving a healthy balance between their professional and personal lives.

- a) Flexible working arrangements will be promoted and facilitated for all staff, regardless of gender.



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b) We will ensure that policies on parental leave are equitable, promote shared responsibility, and guarantee a smooth return to work without detriment to career progression.

Article 7: Prevention of Harassment and Discrimination

WSF has a zero-tolerance policy towards any form of gender-based harassment, victimization, or discrimination.

- a) A clear, safe, and confidential procedure for reporting incidents is available to all.
- b) All reports will be investigated promptly, fairly, and confidentially.
- c) Mandatory training on preventing harassment and discrimination will be provided to all employees.

Article 8: Training and Awareness

WSF will foster a culture of continuous learning and awareness on gender issues.

- a) Annual mandatory training on gender equality, unconscious bias, and inclusive communication will be provided.
- b) Awareness-raising events and communications will be organized to mark relevant international days and promote internal dialogue.

Article 9: Integration into Sustainability Projects

WSF will leverage its expertise to ensure its external projects actively promote gender equality.

- a) A gender analysis will be integrated into the design, implementation, and evaluation of our programs and partnerships.
- b) We will strive to ensure the equitable participation and benefits for people of all genders in our project outcomes.

Article 10: Monitoring, Reporting, and Review

The effectiveness of this plan is subject to continuous review.

- a) Key performance indicators (KPIs), including recruitment, promotion, pay gap, and staff satisfaction metrics, will be tracked.
- b) The Gender Equality Officer will prepare an annual report for the Board, which will be shared with all staff.
- c) This plan will be formally reviewed and updated every two years to ensure its ongoing relevance and effectiveness.

Commitment

The World Sustainability Foundation hereby formally adopts this Gender Equality and Equity Plan. We are committed to its full implementation and to creating a workplace where every individual is valued, respected, and empowered to thrive.

Signed,

Paolo Bray

Director and Founder
World Sustainability Foundation

Date: _____

Gender Equality Officer:



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Naomi Bray

Gender Equality Officer

World Sustainability Organization

Date: _____

Paolo Bray