

# Gender Equality Plan 2025-2028 Green & Digital

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Website: [www.green-digital.eu](http://www.green-digital.eu)

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## Introduction

Green & Digital (G&D), established in 2021, is a consultancy firm aiming to advance the simultaneous green and digital transitions, through systems change. G&D offers services in research, policy analysis, digital transformation, and funding support. The company offers solutions in key sectors such as agriculture and food, the environment and climate, the digital economy, and urban and rural development. Our approach in G&D combines public policy and administration expertise with strategic business planning, project monitoring and evaluation, and the application of digital technologies to foster innovation. Additionally, we help our customers to secure funding from European, national and regional funds and build partnerships. G&D collaborates with a diverse range of stakeholders, including academia, government, business, and civil society.

Despite its modest size, comprising four employees, the organisation recognises the imperative of fostering an inclusive workplace that promotes gender equality. The work to promote gender equality includes surveying the distribution between women and men across all levels and different departments in the company. The data showed that Green & Digital has 50% male and 50% female employees.

This Gender Equality Plan (GEP) describes G&D's commitment to aligning with the European Commission's [Gender Equality Strategy 2020-2025](#), and to advance a broader culture of diversity and inclusion.

This document constitutes a formal and publicly available commitment to gender equality, endorsed by the company's leadership. G&D will publish the GEP on the organisation's website. The GEP will be part of G&D's internal governance and it will be reviewed every three years, with annual internal assessments to monitor progress.

## Implementation and Resources

The implementation of the GEP is coordinated by the Managing Director, who serves as the designated Gender Equality Officer. Given the small scale of the company, responsibilities are integrated within existing management duties. In G&D, we will

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allocate additional time and resources on an ad hoc basis to support training, data collection, and policy updates.

### Data Monitoring and Evaluation

Green and Digital commits to collecting and analysing sex-disaggregated data on an annual basis. Monitoring will include staff composition, recruitment and retention statistics, salary structure, participation in training programmes, and distribution of decision-making responsibilities. This data will inform internal reviews and support the continuous improvement of equality measures.

To implement the internal reviews, we will use the following indicators:

1. Gender ratio among employees, including new hires and departures.
2. Pay equity analysis by gender and role.
3. Number and percentage of staff participating in gender-related training.
4. Distribution of responsibilities and visibility in external and leadership roles.
5. Uptake of parental leave or other family-friendly policies by gender.
6. Inclusion of gender dimension in Horizon Europe project proposals.

### Awareness and Capacity Building

All employees will participate in annual awareness-raising activities focused on gender equality and unconscious bias. These activities aim to add inclusive practices and advance the organisational culture. They will be delivered in formats suited to the scale of the organisation. The company will also facilitate access of the employees to external seminars and resources to support professional development on gender issues.

### Work-Life Balance and Organisational Culture

Green and Digital's operational model is flexible with working arrangements and will continue to support employees in balancing their professional and personal lives. All staff benefit from the ability to manage their working hours and location in accordance

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with personal and family needs. Parental leave policies are implemented equitably and without bias, and the company encourages a culture of mutual support and understanding regarding work-life integration.

**Gender Balance in Leadership and Decision-Making**

Given the company's compact structure, each employee holds significant responsibility. G&D commits to ensuring gender is not a determinant in access to leadership roles or visibility in strategic decisions. The gender distribution percentages for employees holding higher administrative and managerial positions are 50% male and 50% female. Recruitment and promotion processes will prevent bias, and gender-neutral language will be systematically applied in job advertisements and communications.

**Gender Dimension in Projects and Research**

In alignment with Horizon Europe principles, Green and Digital will incorporate the gender dimension into project content where applicable. This includes the integration of sex-disaggregated data, gender-sensitive analysis, and reflection on the differential impacts of digital and policy solutions. Project teams will be encouraged to explore these aspects during design and implementation phases.

**Prevention of Gender-Based Violence and Harassment**

The company maintains a zero-tolerance policy toward any form of discrimination or harassment. Green & Digital is committed to fostering a culture of respect and professionalism, free from gender-based violence. While no incidents have been reported, a clear and explicit procedure for reporting such issues will be regularly communicated to all staff and integrated into onboarding procedures.

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## Monitoring and Review

Progress made towards the GEP objectives as defined by agreed upon indicators and qualitative feedback will be documented annually in an internal report. These reports will create internal accountability and, at the same time, form the basis for coming up with the triennial review. Assessment of the program will be conducted on an annual basis internally by the company and externally with partners.

## Conclusion

Green and Digital wants to ensure that Gender Equality is at the core of our organisation. This GEP will help the company demonstrate its adherence to the criteria set out by Horizon Europe and as a leader of the push toward an inclusive and equitable innovation ecosystem. This strategy reflects the company's commitment to implementing fairness, promoting diversity and improving the quality and sustainability of its internal and external activities.

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