

ERTICO Gender Equality Plan Plus (GEP+)

INTRODUCTION

The Gender Equality Plan Plus (GEP+) aims to promote inclusivity, accessibility, and gender balance within ERTICO. This plan is aligned with national and EU guidelines for gender equality and builds upon the principles of diversity, equity, and inclusion. The GEP+ outlines key areas where progress is needed and defines specific actions to be taken to ensure an equitable workplace for all employees.

The plan covers four strategic areas:



AREA 1 Leadership and Decision-Making

Focuses on ensuring gender balance in leadership and decision-making roles, establishing accountability measures and promoting gender equality in governance.

- Strive for a gender-balanced composition across leadership and governance bodies, senior management roles, and teams, considering organisational context and merit-based principles.
- GEP+ implementation responsibilities are formally integrated into the HR Business Partner (HRBP) role. Dedicated time and resources are allocated to ensure implementation, monitoring, and reporting. Progress against defined KPIs will be reported annually to EXCO.
- Define indicators to track progress in leadership representation
- Define one Representative in the team as the Gender Equality Plus, namely GEP+ Referent.
- Actively promote GEP+ through articles and events the evolution of the changes within the ERTICO office

AREA 2 Recruitment and Promotion

Ensure a comprehensive, gender bias-free experience throughout the employee journey - from recruitment through to career advancement - by providing equal access to opportunities for growth and promotion.

- Assessing the outreach strategy to reach a diverse pool of candidates.
- Ensure an inclusive and bias-free recruitment process to ensure equal access to career advancement opportunities for all employees is in place
- Ensure equal gender pay through relevant salary benchmarking.
- Ensure the equitable promotion of individuals from diverse backgrounds into senior positions, ensuring opportunities are based on merit and inclusive practices

AREA 3 Work-Life Balance and Organisational Culture

Supporting work-life balance and fostering an inclusive culture help address structural barriers that disproportionately affect women and other underrepresented groups, promoting equal participation, retention, and advancement within the organization.

- Support work-life balance through inclusive policies and workplace flexibility, with clear guidelines and procedures published and accessible to all.
- Ensure equal career opportunities for employees with caregiving responsibilities.
- Foster an inclusive and supportive workplace culture.
- Address gender-based discrimination and harassment effectively.

AREA 4 Outputs/Services (Proposals, Projects, Activities, etc.)

Ensuring gender and diversity considerations are integrated into projects, proposals, and organizational outputs.

- Ensure the representation of women and underrepresented groups in industry events.
- Enhance gender and inclusivity-sensitive communication and outreach efforts, ensuring that messaging is respectful, diverse, and accessible to all groups.
- Ensure accessibility and inclusion across all projects and initiatives.
- Address gender and diversity considerations in research, proposals, and innovation strategies.
- Strengthen collaborations with associations and organisations focused on gender equality and diversity within the mobility sector.
- Facilitate joint initiatives and projects to address gender and diversity gaps in mobility.

Governance, Resources and Monitoring

To ensure effective implementation of the GEP+, ERTICO commits to the following structural measures:

Dedicated Resources and Gender Expertise

ERTICO allocates specific human resources to oversee the implementation of the GEP+, including:

- The HR Business Partner
- The appointed GEP+ Referent

These roles ensure coordination, monitoring, and reporting of actions under the Plan.

ERTICO allocates a specific budget to ensure the implementation of GEP+, including to support awareness-raising initiatives and training sessions.

Sex-Disaggregated Data Collection and Monitoring

ERTICO collects and analyses sex-disaggregated data related to:

- Recruitment and hiring
- Career progression and promotions
- Leadership representation
- Remuneration
- Training participation

Defined indicators are used to monitor progress annually.

Annual Reporting

Progress under the GEP+ is reviewed annually and reported to Executive Committee. The results inform continuous improvement actions and strategic adjustments.

Awareness-Raising and Training

ERTICO commits to organising regular awareness-raising initiatives and training sessions on:

- Gender equality
- Unconscious bias
- Inclusive leadership
- Prevention of gender-based discrimination and harassment

The GEP+ is publicly available and accessible on ERTICO's website. These activities target both staff members and decision-makers.

ERTICO is committed to fostering a diverse, inclusive, and equitable working environment and to complying fully with applicable national and European gender equality requirements. Through structured governance, measurable indicators, dedicated resources, and continuous monitoring, ERTICO will ensure that gender equality remains embedded in its organisational culture and strategic development. ERTICO aims to serve as a role model within the ITS and mobility sector, dedicating appropriate time, expertise, and human capital to the effective implementation of this Plan.

This Gender Equality Plan Plus (GEP+) is formally endorsed and signed by the Chief Executive Officer and the Executive Committee of ERTICO – ITS Europe. ERTICO's top management commits to its implementation, monitoring, and continuous improvement.