

European Cloud Computing Research Alliance AISBL (in abbreviation “**EUCLORA**)

Gender Equality Plan (GEP)

version 1.0 – 1 February 2026

Document control

Version and date	This Gender Equality Plan (GEP) are version v1.0, adopted by the General Assembly on 1 February 2026.
Authoritative copy	The authoritative and current version of this Gender Equality Plan (GEP) is the version published in the Members’ area.
Change log	A change log summarising amendments (date, approving body, and brief description) is maintained in the Members’ area.

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1 Introduction and Commitment

EUCLORA is committed to fostering an inclusive, fair, and diverse working environment. We recognise that gender equality strengthens innovation, decision-making, and organisational performance. This Gender Equality Plan (GEP) is adopted in alignment with Horizon Europe requirements and European best practices. It is endorsed by EUCLORA leadership and applies to all organisational activities.

2 Scope

This GEP applies to all employees, founders, collaborators, and participants in EUCLORA activities, including recruitment, career development, and participation in EU-funded projects.

3 Governance and Responsibility

Overall responsibility lies with EUCLORA leadership. A designated responsible person will monitor implementation, ensure annual review, and act as point of contact for gender equality matters.

4 Key Measures

4.1 Work–Life Balance and Inclusive Culture

- a) Promote flexible working arrangements
- b) Ensure a respectful and inclusive environment

4.2 Gender Balance in Leadership

Aim for balanced representation in leadership roles

4.3 Recruitment and Career Development

- a) Use gender-neutral language
- b) Ensure fair and merit-based selection

4.4 Integration in Research and Innovation

Encourage gender perspectives where relevant

4.5 Prevention of Harassment

- a) Zero tolerance for discrimination or harassment
- b) Clear reporting channels

5 Data Collection and Monitoring

EUCLORA will maintain basic gender-disaggregated data and review progress annually, with measures adapted as the organisation grows.

6 Training and Awareness

EUCLORA will promote awareness of inclusive practices and ensure leadership remains informed of gender equality principles.

7 Resources

EUCLORA commits to allocating appropriate time and attention to implementation, proportionate to organisational size.

8 Publication and Review

This document is public and will be reviewed annually and updated as needed.

9 Effective Date

This Gender Equality Plan is effective as of 1 February 2026.

Adopted by the General Assembly on: 1 February 2026

Signed on behalf of the General Assembly by the President:
