



# Gender Equality Plan

2022 - 2025



# STATEMENT

The promotion of gender equality and equal opportunities has been an important topic for GamesForest.Club since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted. Indeed, gender considerations are crucial both to GamesForest.Club's vision and to the achievement of its mission.

We consider equality to be 'part of the day job' and an essential part of building a fair and sustainable future for the social economy.

# OUR KEY FOCUS AREAS



**01. ORGANISATIONAL CULTURE  
AND EASIER COMBINATION OF  
WORK-LIFE BALANCE**



**02. MORE BALANCED GENDER  
REPRESENTATION IN MANAGEMENT,  
RECRUITMENT, CAREER  
PROGRESSION AND EVENTS**



**03. INTEGRATING GENDER IN  
RESEARCH AND EDUCATION  
CONTENT**



**04. COMBATING SEXUAL AND  
GENDER-BASED HARASSMENT**

The equality plan identifies four areas for focused attention that enable strategic and sustainable change at GamesForest.Club.

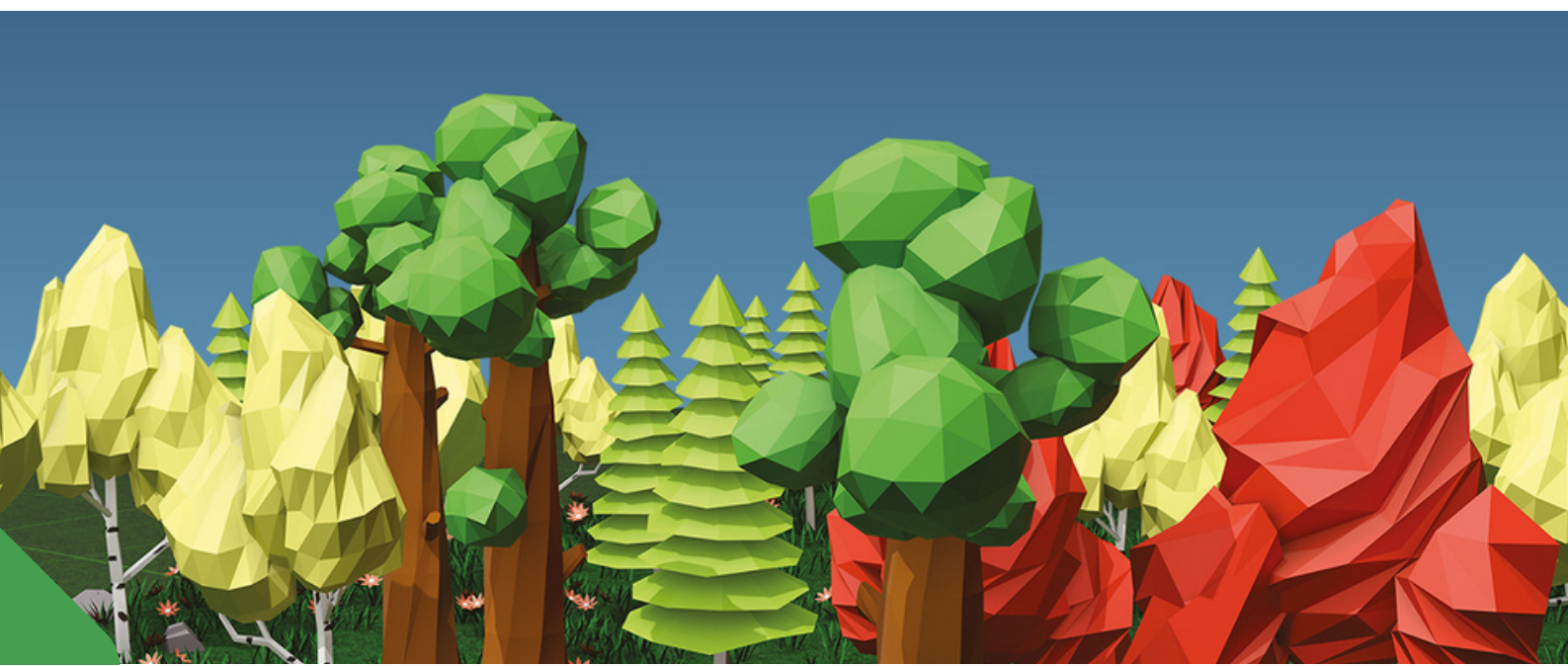


# 01. Organisational culture and easier combination of work-life balance

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

## Strategy:

- Promote the organisation's image and reputation as an inclusive organisation that supports and values diversity
- Integrate gender inclusion into planning and strategy across the organisation
- Undertake a regular review of flexible work and other relevant policies
- Diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the organisation
- Ensure all staff are aware of the gender equality and related equality policies.

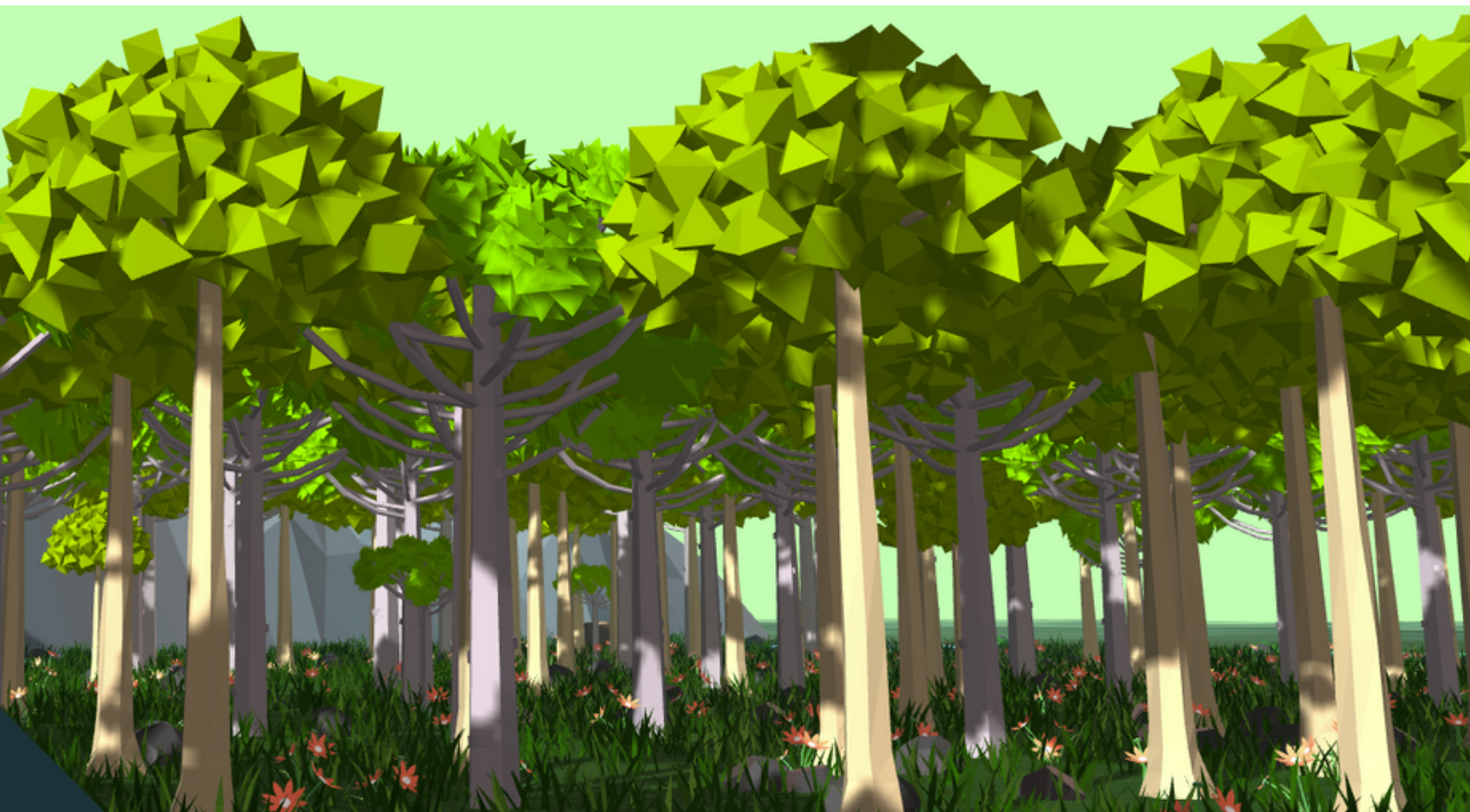


## 02. More balanced gender representation in management, recruitment, career progression and events

Equal access to and balanced participation of gender diverse individuals in decision-making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

Strategy:

- Representation of gender diverse individuals in senior positions and in leadership domains
- Review the workforce planning process to ensure gender equality objectives are included
- Promote gender inclusive and bias free recruitment, career progression, and evaluation policy.



## 03. Integrating gender in research and education content

Integrating a gender dimension in ongoing research and education content, and applying it while conceiving new projects and training.

Strategy:

- Promote the inclusion of the sex and gender dimension in research content
- Promote diversity in research management.

## 04. Combating sexual and gender-based harassment

IPreserving and promoting the physical and emotional health, safety and well-being of employees.

Strategy:

- Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment
- Working collectively to combat bias and stereotypes/



**Organisation name** Games Forest Club gGmbH

**Chief Executive Officer** Georg Broxtermann

**Executive Committee** Georg Broxtermann  
Maria Wagner

**Number of employees** 6

**Authorised by** Georg Broxtermann  
Maria Wagner

**Date** 21.10.2022

**Signature**   
Georg Broxtermann

  
Maria Wagner