

ECOBUILD

GENDER EQUALITY PLAN

2026-2029

Horizon Europe-aligned institutional policy and action plan

Legal entity	Yeşil Binalar İnşaat Mühendislik Enerji Yatırım Ticaret Danışmanlık Ltd. Şti.
Business name	ECOBUILD®
Plan period	2026-2029
Adoption	Effective upon approval by top management; reviewed annually

Approved by: Murat DOĞRU, CEO

Approval date: 5 / 09 / 2026

Signature: 



1. Purpose and Management Commitment

ECOBUILD is committed to equal opportunity, fairness, inclusion and respect in the workplace and in the professional activities it develops. This Gender Equality Plan (GEP) establishes ECOBUILD's commitments, responsibilities, monitoring arrangements and actions for 2026-2029.

The Plan builds on ECOBUILD's Gender Equality Action Plan 2023-2025, which addressed work-life balance, gender balance in leadership, equality in recruitment and career progression, awareness-raising on unconscious gender bias, integration of the gender dimension into projects and training, and measures against gender-based violence and sexual harassment.

Top management adopts this Plan as an organisational policy and commits to supporting its implementation, review and communication.

2. Public Document and Availability

This GEP is a formal ECOBUILD document adopted by top management. Following approval, the current version will be published on ECOBUILD's official website (www.ecobuild.com.tr) and communicated to personnel and relevant collaborators. Superseded versions will be retained in the company's records and, where practicable, made accessible together with the current version.

The CEO is responsible for formal adoption. Material amendments will be documented with a revision date and approval record.

3. Governance, Dedicated Resources and Expertise

ECOBUILD commits organisational resources and management attention necessary to implement this Plan. Implementation is coordinated by the CEO with support from designated management personnel. The company will allocate reasonable working time for monitoring, training, review, internal communication and corrective actions related to gender equality.

- Executive responsibility: CEO - approval, oversight, annual review and resource decisions.
- Implementation support: designated management/administrative personnel - data collection, records, communication and training coordination.
- Gender equality expertise: internal competence will be supported, where needed, by external professional guidance, training or specialist advice.
- Implementation resources may include staff time, training costs, communication materials, data/monitoring activities and external expertise where required.

4. Data Collection, Monitoring and Reporting

ECOBUILD will maintain proportionate, privacy-respecting sex/gender-disaggregated personnel data, where legally and operationally appropriate, and use indicators to monitor progress. Data will be handled in accordance with applicable personal-data and employment requirements.

Core indicators

- Gender distribution of personnel, where data are available and lawfully maintained.
- Gender distribution in management, leadership and decision-making roles.
- Gender distribution among new recruits and, where relevant, departures.
- Participation in gender-equality awareness and training activities.
- Number and status of actions implemented under this Plan.
- Reported equality, discrimination or harassment concerns, recorded only in an appropriately confidential and privacy-compliant manner.

Implementation will be reviewed annually by management. A documented monitoring report based on available indicators will be prepared at least every two years during the Plan period. Findings will inform corrective measures and the next revision of the GEP.

5. Training and Awareness Raising

ECOBUILD will provide or facilitate awareness-raising and training for staff and decision-makers on gender equality. Training may be delivered internally or through qualified external resources and will be documented where practicable.

- Gender equality and equal opportunity principles.
- Unconscious gender bias in recruitment, career development, leadership and decision-making.
- Inclusive workplace conduct and respectful communication.
- Prevention of gender-based violence and sexual harassment, including awareness of reporting routes.
- Integration of sex/gender considerations into relevant project, research, consultancy and training content.

6. Thematic Action Areas 2026-2029

6.1 Work-life balance and organisational culture

Promote a flexible, respectful and inclusive organisational culture that supports reasonable work-life balance without gender-based disadvantage.

- Review working practices for unintended gender impacts.
- Promote flexibility where compatible with operational needs.
- Include equality and respectful-workplace principles in internal communication.

6.2 Gender balance in leadership and decision-making

Support fair access to leadership, responsibility and decision-making opportunities.

- Monitor gender distribution in management and decision-making roles.
- Use competence-based, non-discriminatory criteria when allocating leadership responsibilities.
- Encourage balanced participation in project and external-representation roles where feasible.

6.3 Recruitment and career progression

Maintain fair and transparent recruitment and professional-development practices.

- Use gender-neutral vacancy and role descriptions.
- Apply consistent competence-based selection criteria.
- Review recruitment and career decisions for potential bias.
- Provide equal access to relevant training and professional-development opportunities.

6.4 Gender dimension in projects, research, consultancy and training

Consider the relevance of sex and/or gender dimensions in ECOBUILD's professional work, particularly where project outcomes affect people, communities, users or stakeholders differently.

- Assess whether sex/gender analysis is relevant during project design.
- Where relevant, integrate gender-sensitive considerations into stakeholder engagement, urban/climate analysis, training and dissemination.
- Avoid unsupported assumptions; document when a gender dimension is not relevant to a specific technical task.

6.5 Measures against gender-based violence and sexual harassment

Maintain zero tolerance for gender-based violence, sexual harassment, discrimination and retaliation.

- Communicate expected standards of professional conduct.
- Provide a confidential route for raising concerns to management.
- Address reported concerns promptly, fairly and with due regard to confidentiality and applicable law.
- Protect persons raising concerns in good faith from retaliation.

7. Action and Monitoring Matrix

Area	Action	Responsible	Timing	Evidence / Indicator
Public GEP	Publish approved GEP on ECOBUILD website; retain approval record	CEO	2026 and ongoing	Current GEP publicly accessible; approval record retained
Dedicated resources	Allocate management/staff time and, when needed, external expertise	CEO / designated management	Annual	Resources and responsibilities reviewed
Data & monitoring	Collect proportionate disaggregated indicators and review progress	Designated management	Annual; report at least biennially	Monitoring record/report completed
Training	Gender equality and unconscious-bias awareness for staff and decision-makers	CEO / designated management	At least once per plan cycle; refresh as needed	Training/awareness activity documented
Work-life balance	Review workplace practices and flexibility	Management	Annual	Review completed; actions recorded where needed
Leadership	Monitor participation in	Management	Annual	Distribution reviewed

	leadership/decision roles			
Recruitment & career	Apply competence-based, non-discriminatory processes	Management	Ongoing	Recruitment/career practices reviewed
Gender dimension	Screen relevant projects/training for sex/gender relevance	Project leads	Per relevant project	Relevant consideration documented
GBV/harassment	Maintain reporting route and zero-tolerance communication	CEO / management	Ongoing	Route communicated; concerns handled under applicable procedures

8. Review, Revision and Evidence Retention

This Plan covers 2026-2029 and will be reviewed annually. ECOBUILD will retain reasonable evidence of implementation, such as the approved public GEP, revision records, monitoring summaries, training/awareness records, meeting notes or management decisions, and other implementation evidence appropriate to the company's size and activities. The Plan may be revised earlier where organisational changes, legal requirements, project obligations or monitoring findings justify an update.

9. Adoption Statement

By approving this document, ECOBUILD's top management confirms its commitment to the implementation, monitoring and continuous improvement of the Gender Equality Plan 2026-2029.

Murat DOĞRU

CEO, ECOBUILD®

Date: ____ / ____ / 2026

Signature: _____

Annex A - Horizon Europe Alignment Checklist

Criterion	ECOBUILD provision	Location
Public document	Formal GEP; top-management approval/signature; publication on ECOBUILD website	Sections 1, 2 and 9
Dedicated resources	Commitment of working time, implementation responsibility and access to expertise/resources	Section 3
Data collection & monitoring	Disaggregated indicators, annual management review and documented reporting at least every two years	Section 4
Training	Awareness raising and training for staff and decision-makers, including unconscious gender bias	Section 5
Work-life balance & culture	Concrete organisational measures	Section 6.1

Leadership & decision-making	Monitoring and fair participation	Section 6.2
Recruitment & career progression	Non-discriminatory, competence-based practices	Section 6.3
Gender dimension in R&I/content	Relevance screening and integration where applicable	Section 6.4
Gender-based violence incl. sexual harassment	Zero tolerance, reporting route and response principles	Section 6.5

Annex B - Source and Continuity Note

This 2026-2029 Plan is a revised successor to ECOBUILD's Gender Equality Action Plan 2023-2025. It preserves the earlier plan's principal thematic commitments while making governance, resources, monitoring, training, review and evidence requirements more explicit.

Horizon Europe alignment has been structured around the European Commission's four process-related GEP requirements and five recommended thematic areas. ECOBUILD is a private for-profit SME; the existence of this Plan is a voluntary institutional commitment unless a specific funding rule or legal-entity classification makes the Horizon Europe GEP eligibility criterion applicable.