

DECLARATION OF INTENT

GENDER EQUALITY PLAN

One of the pillars of HZ's vision is that HZ takes responsibility for the world we live in. By working together on the basis of a set of shared values: respect and integrity, collaboration and quality, trust and accountability. By focusing on the Sustainable Development Goals in research and education and as an employer. HZ is the personal university of applied sciences: a small-scale, highly agile community in which we embrace diversity and continuously adapt to each other and to our environment. An international, intercultural community in which we value everyone's personal contribution. A community in which we work together, create together and learn together. From each other and from our environment. Because only by connecting our different backgrounds, cultures, expertise and disciplines can we solve the complex issues that our world faces.

Based on this vision, HZ endorses the objectives of the European Union in the field of gender equality and declares its intention to make a concrete contribution to the promotion of gender equality. As an employer, HZ facilitates and promotes gender equality within its own organisation. And as a research and educational institution, HZ facilitates and promotes gender equality in society through research and education.

HZ does this by making personnel available for the development of diversity and inclusiveness policy and the development of plans, including a gender equality plan. To this end, data relating to gender equality is generated and monitored within HZ. In addition, when setting up research or research programmes, HZ assesses in advance possible influences or effects of gender, or other grounds for discrimination, on the outcomes of the research.

In promoting gender equality, HZ aligns as much as possible with existing or developing initiatives within the organisation, such as activities for the Sustainable Developments Goals (SDGs), HZ stories, policy and leadership development and Plans of Action following occupational health and safety risk assessments. Evaluation of incident reports and complaints contributes to a learning effect. Gender equality is given a recognisable position within these initiatives with broader objectives. At the same time, the measures are not limited to male/female ratios, but serve the purpose of broader diversity and inclusiveness.

An evaluation and overview of the progress and developments relating to the Gender Equality Plan will be published annually on the website to inform the organisation and society.

Kind regards,
chairman of the Board of Directors

J.L. (John) Dane MSc. BA

Vlissingen, 22 December 2021

