

7th of February 2026

Gender Equality Plan

EBB is a small NGO with its personnel working mainly from remote locations.

EBB has three part-time collaborators working on the Horizon-funded projects. Two of these are the co-founders (males), and one is the project manager (female)

EBB also contracts part-time assistance for the administration and accounting of the projects, both of whom are remote. One is male, one is female.

EBB occasionally contracts specialist employees for functions, on the basis of quality of work, availability, and cost, without reference to gender. Currently (2026), one male specialist is contracted to assist with website development works remotely.

EBB co-founders (both with extensive NGO experience) are committed to ensuring a gender balance among personnel.

EBB does not keep a written record of personnel genders, being such a small organisation.

EBB does not organise training on unconscious tender bias, being such a small organisation.

EBB does commit to ensuring its personnel enjoy a stimulating work/life balance

EBB does not take specific measures or training against sexual harassment as its personnel all work remotely and rarely meet together in any one location.

Signed this day 7th of February 2026

David Robert Newman & Roberto Ferrigno
Co-Founders, Chair and Managing Director of EBB

