



WATER INSIGHT GENDER EQUALITY PLAN

GEP 2025



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1 Scope

This Gender Equality Plan (GEP) spells out Water Insights plan to achieve this goal, its scope and the strategic objectives we want to achieve. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

Water Insight stands in support of equal rights and fair treatment of all genders and all members of the LGBTI+ community.

2 Data collection and monitoring

Sex/gender disaggregated data on personnel is shown in Table 1.

Table 1 Sex/gender disaggregated data on personnel (including directors/owners)

Year	Number of female staff	Number of male staff	Number of staff identifying as other/X
2021	3	3	0
2022	2	3	0
2023	2	3	0
2024	2	3	0
2025	2	3	0

At Water Insight, the number of female and male staff are about equal. Due to being a small company, the balance varies in the recent years between 50%-50% to 40%-60% based on changes in the total number of staff.

3 Organisational culture and combination of work-life balance

Water Insight has since its origin in 2005 had a culture that is open to flexibility and a suitable work-life balance for its employees. Employees can plan fix their own working schedule, taking in account the one-day-per week that all staff is as much as possible in the office for general meetings. Already before the Corona pandemic working from home a few days per week was accepted for tasks that allowed working online.

Table 2 Full-time and part-time working employees

Year	Number of staff working full-time (40 h per week)	Number of staff working part-time (32 h per week or less)
2021	3	3
2022	0	5
2023	0	5
2024	1	4
2025	1	4

In practice (Table 2), the majority of the employees work part-time because they choose to have more time for their children or hobbies.

Action plan organisational culture and combination of work-life balance

A suitable work-life balance is implemented successfully at Water Insight. Close monitoring will be undertaken to make sure that this situation is maintained.

4 Gender balance in management, career progression, payment and recruitment

Water Insight is an micro-company, originating as a spin-off from the VU University in Amsterdam. The two founders/owners are also directors, both being male. Due to this nature, there is currently no gender balance in management. At the same time, due to being a micro-company, both directors also work as employees on projects and day-to-day tasks so that there is often collaboration on the same level between directors and other employees.

In a company with 5 persons there is inherently not much room for career progression in the sense of possibilities to move to 'higher' or different positions. Instead, Water Insight focuses on personal development.

Water Insight does not fall under one of the Dutch Collective Labour Agreements (CAOs). This means that salaries are not fixed according to standard scales. Salaries are based on a combination of educational level, experience and position in the company, which should lead to non-biased payments. The yearly salary indexation percentage is equal for all employees. However, at the moment there are no comparable positions fulfilled by persons with comparable education and/or experience, so it cannot be investigated if there is a gender-bias in payments.

Action plan career progression and recruitment

- 1) Water Insight will continue to stimulate personal development through:
 - Stimulate employees to set up their tasks in the way they find to suit or prefer. They are stimulated to read up on the newest (scientific) literature or to learn new (e.g. programming) skills when this suits their tasks;
 - Stimulate employees to take initiatives;
 - Employees are encouraged to list courses they would want to attend, where possible they will get the chance to follow these;
- 2) Yearly informal talks with management with a focus on wellbeing and personal development will help to evaluate the effectiveness of the measures listed above.
- 3) With new recruitments or changes in tasks, make sure that salaries for persons with similar tasks and qualifications are equal between all genders.
- 4) Any upcoming recruitment will be set up in a gender inclusive way. Measures will be taken for a biasfree reviewing procedure.

5 Other (including training)

Water Insight is currently too small to have a dedicated gender equality officer, an anti-discrimination officer a confidant and specific training. Installing a confidant has been considered because this is seen as important, however, with a small group the chance that the confidant is part of a situation is large. Instead, employees are aware that they can always talk to either one of the directors or another colleague when they want, to avoid having to talk to the person that is part of the situation. If necessary, mediation with an external mediator is an option.

Action plan other

Raise awareness on gender equality and unconscious gender biases by staff and decision-makers.

Make it easy for staff to raise concerns, document, and act on gender balance issues they identify.

When the company significantly grows a confidant, who will also serve as gender equality and anti-discrimination officer, will be installed. The gender officer will then be in charge of organizing official training.



6 Authorisation

Name (position)	Marnix Laanen (Director)	Steef Peters (Director)
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Date:	July 8 th , 2025	July 8 th , 2025
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Signature

Two handwritten signatures in blue ink. The signature on the left is for Marnix Laanen, and the signature on the right is for Steef Peters. Both signatures are stylized and cursive.

Stamp