

Future Horizons

Gender Policy

Future Horizons AS is committed to advancing gender equality, diversity, and inclusion across all areas of our work. This policy ensures alignment with eligibility for research grants and compliance standards for research-performing organisations, including the development of a formal Gender Equality Plan (GEP).

The policy aims to: 1) prevent discrimination and gender-based violence or harassment, 2) promote gender balance in leadership and decision-making, 3) integrate the gender dimension into research, innovation, and consultancy outputs, and 4) enable equal opportunities for all employees, partners, and collaborators.

I. Scope

Applies to all Future Horizons AS staff, consultants, board members, interns, volunteers, and external collaborators, regardless of contract duration or location.

II. Guiding Principles

- **Equality and Non-Discrimination:** All individuals are treated with fairness, dignity, and respect.
- **Inclusivity:** Diversity across gender, race, ethnicity, sexual orientation, age, and ability is valued as a strength.
- **Integrity and Accountability:** Managers and team leaders hold responsibility for ensuring gender equality in recruitment, project management, and research.
- **Transparency:** Processes related to recruitment, promotion, and remuneration are transparent and merit-based.
- **Zero Tolerance for Harassment:** Sexual exploitation, abuse, or harassment (SEAH) will not be tolerated in any form.

III. Implementation Actions

- **Leadership Commitment:** Senior management will 1) endorse and communicate this policy publicly, and 2) allocate resources (budget and staff time) to gender equality measures.
- **Work Environment and Culture:** Future Horizons will ensure a respectful, inclusive, and flexible workplace that supports work–life balance, and provide confidential mechanisms for raising concerns or reporting misconduct.
- **Recruitment and Career Development:** Future Horizons strives for gender balance in recruitment panels and leadership roles, e.g., by using gender-neutral job descriptions and transparent selection criteria, and promotes equal pay for work of equal value.

- **Gender in Research and Consultancy Work:** Future Horizons will strive to integrate sex and gender analysis in research design, data collection, and policy outputs, and ensure diverse perspectives in analysis and stakeholder engagement.
- **Prevention of Gender-Based Violence and Harassment:** All staff and consultants must comply with the company's Code of Conduct. Any form of SEAH will result in disciplinary measures, including termination or contract suspension.

IV. Monitoring and Reporting

- Annual review of gender balance, pay equity, and training participation.
- Progress reported to the Board.
- External partners may be required to demonstrate equivalent safeguards.

V. Review and Accountability

- This policy will be reviewed every two years or when required by changing requirements from clients, donors or national equality legislation.
- Responsible: Managing Director.