

Gender Equality Plan

1st of January 2026

Commitment Statement

Efficient Buildings Europe (EBE) is committed to promoting gender equality across all aspects of its operations, including governance, employment practices, research activities, and stakeholder engagement. We recognise that diversity and inclusion strengthen innovation, improve decision-making, and enhance excellence in the field of efficient buildings.

This Gender Equality Plan (GEP) establishes concrete objectives, measures, monitoring mechanisms, and accountability structures to ensure sustainable progress toward gender equality.

This document is formally adopted and signed by EBE's Secretary General and is publicly available on the organisation's website.

Minimum requirements

1. Public document

This Gender Equality Plan:

- Is a formal, publicly accessible document.
- Is published on the official website of Efficient Buildings Europe.
- Is endorsed and signed by top management.
- Applies to all staff, management bodies, and research activities.

2. Dedicated resources

EBE commits adequate human and financial resources to implement this GEP:

- Appoint a person in charge in supporting the change in gender equality area
- Annual dedicated budget for training activities
- Monitoring and data analysis
- Awareness-raising provided during team meetings

3. Data collection and monitoring

EBE will implement systematic collection and analysis of sex-disaggregated data, based on sex (F/M/Non-binary where voluntarily disclosed), contract type, working time, seniority levels, etc.

4. Training and Awareness Raising

EBE will raise awareness of gender equality issues in its sector during the regular team meetings, such as on gender equality principles, unconscious bias in recruitment and evaluation and ensuring gender equality in its management bodies and speakers in events.

Signed:



Rémi Collombet
Secretary General

Ends