

# Gender Equality and Gender-Based Violence Policy

## INTRODUCTION

At E-DATA, we are committed to promoting gender equality and eliminating gender-based violence in all aspects of our research and business operations. This Gender Equality and Gender-Based Violence Policy serves as a guide for our employees, contractors, visitors and stakeholders to ensure that we create an environment of equal opportunity, respect, and safety for all individuals, regardless of gender.

## PRINCIPLES

- **Non-Discrimination:** We do not discriminate against individuals based on gender, gender identity, gender expression, or any other characteristic.
- **Equal Opportunity:** We provide equal opportunities, recognition, and career advancement to all employees and stakeholders, regardless of gender.
- **Prevention of Gender-Based Violence:** We are committed to preventing and addressing all forms of gender-based violence, including physical, sexual, psychological, and economic abuse or harassment.
- **Safety and Support:** We provide a safe environment and support for individuals who experience or witness gender-based violence, ensuring confidentiality and access to resources for assistance.
- **Inclusive Language:** We use inclusive language in all our communications and materials to respect and acknowledge all gender identities.

## DATA COLLECTION PROCEDURES

- **Informed Consent:** We ensure that all research participants, regardless of gender, provide informed consent for their participation in research, and we respect their autonomy and right to withdraw consent at any time.
- **Gender-Inclusive Research Design:** We design research projects to include diverse gender perspectives and address gender-specific issues. We ensure that the research methodology is respectful, inclusive, and non-stigmatizing.
- **Protection from Harm:** We prioritize the safety and well-being of research participants, especially when gender-based violence is a concern, and we have protocols in place for reporting and addressing any potential harm or violations.



## REPORTING AND RESPONSE

- **Complaints Mechanism:** We have established a confidential mechanism for employees, contractors, and stakeholders to report gender-based violence, discrimination, or concerns related to this policy.
- **Immediate Action:** We take immediate action in response to any reports of gender-based violence, discrimination, or harassment, including conducting investigations and addressing the issue promptly and fairly.

## TRAINING AND AWARENESS

- **Training:** We provide regular training and awareness programs to all employees, contractors, and stakeholders to ensure they are knowledgeable about and compliant with this policy.
- **Awareness Campaigns:** We run awareness campaigns to educate our workforce about gender equality, gender-based violence, and resources available for support.

## RESPONSIBILITIES

- All employees, contractors, visitors and stakeholders are responsible for understanding and adhering to this policy.
- E-DATA will designate a Gender Equality and Gender-Based Violence focal point responsible for implementing, monitoring, and ensuring compliance with this policy.

## CONCLUSION

This Gender Equality and Gender-Based Violence Policy reflects our commitment to promoting gender equality, preventing gender-based violence, and ensuring a safe and respectful environment for all individuals within E-DATA. It is the responsibility of every member of our company to adhere to this policy and uphold the principles and procedures outlined herein.

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September 1, 2023

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