

**MECB: Your Trusted EU  
Partner for Advancing  
Growth and Innovation**  
Based in Malta



# GENDER EQUALITY PLAN (GEP)

Publication date: 17 January 2025

Approved by : Dr Jonathan C. BORG, Director & CEO

## About Us

MECB is a private, technical consulting bureau based in Malta, dedicated to driving excellence and innovation. We achieve this through partnership projects fostering technical innovation and training in organisations across a range of EU Member States. MECB consists of a team of like minded individuals, all passionate in generating, transferring and applying useful knowledge.

## 1. Introduction and Commitment

MECB Ltd is committed to promoting gender equality, diversity, and inclusiveness across all its activities, in line with the United Nations Sustainable Development Goal 5 (Gender Equality). As a small and dynamic SME, we value the talents and perspectives of all our staff members, and we strive to provide a workplace free from discrimination, ensuring equal opportunities for career development. This Gender Equality Plan (GEP) outlines the principles and measures adopted by MECB Ltd in line with Horizon Europe recommendations.

## 2. Building Blocks of the GEP

### 2.1 GEP Publication

This Gender Equality Plan is a public document, available on our company website at [www.eumecb.com](http://www.eumecb.com). It has been formally approved and signed by the company management.



## 2.2 Dedicated Resources

Given the size of our organisation, gender equality actions are overseen by existing staff roles:

- The Managing Director is responsible for monitoring the implementation of the plan.
- HR-related functions (e.g. recruitment, contracts, staff support) include gender equality considerations as part of their standard responsibilities.

## 2.3 Data Collection and Monitoring

MECB Ltd collects and monitors basic gender-disaggregated data annually on:

- Number of employees by gender.
- Distribution of roles and responsibilities by gender.
- Participation of men and women in training and external project activities.

Findings will be reviewed once a year by management to identify any imbalances and inform future actions.

## 2.4 Training and Awareness-Raising

MECB Ltd commits to:

- Raising awareness on gender equality during staff onboarding.
- Ensuring that internal and external communications (including project deliverables and dissemination materials) use gender-sensitive language and visuals.
- Promoting gender balance in representation at project meetings, events, and panels, whenever feasible.
- Providing staff access to relevant online training resources on gender equality and unconscious bias, to raise awareness and support continuous learning.

# 3. Measures and Actions

## 3.1 Work-life balance and remote-friendly culture

MECB Ltd supports and actively encourages staff to work remotely, reflecting the company's commitment to flexibility, inclusion, and sustainability. To enable this, MECB Ltd maintains digital systems including a secure project management portal, a digital timesheet reporting system, and online collaboration tools. These systems ensure equal participation of all staff, regardless of location, and support a healthy balance between professional and personal life.

## 3.2 Gender balance in leadership and decision-making

MECB Ltd is committed to monitoring and working towards gender-balanced representation in project teams, management structures, and external communications.



### 3.3 Gender equality in recruitment and career progression

MECB Ltd ensures open, transparent, and non-discriminatory recruitment procedures and supports equal opportunities for career progression.

### 3.4 Integration of gender perspectives in activities

Where relevant in project activities (such as communication, dissemination, training, and stakeholder engagement), MECB Ltd will take into account gender perspectives to ensure inclusivity and balance.

### 3.5 Measures against gender-based violence and harassment

MECB Ltd maintains a zero-tolerance policy against gender-based violence, including sexual harassment. Any complaints will be handled promptly and confidentially by management, with referral to external legal or HR experts if required.

## 4. Contact and Responsibility

For any questions regarding this Gender Equality Plan, please contact:

MECB Ltd  
www.eumecb.com  
info@mecb.com.mt

Approved and endorsed by:

**Jonathan C. BORG**  
Managing Director, MECB Ltd  
17. 01. 2025

