

GENDER EQUALITY AND NON-DISCRIMINATION COMMITMENT LETTER

The Board of Directors of the National Energy and Geology Laboratory (LNEG) promotes the implementation of conditions for the full and equal participation of women and men in their professional activity through an inclusive and inclusive management. Ensures the commitment of all employees to institutional tools to combat discrimination based on gender.

The Gender Equality and Non-Discrimination (GEND) policy underway at LNEG has as its operational basis a Gender Equality and Non-Discrimination Commission constituted by Deliberation N°04/CD/2019 of 8th March, with its members being the focal point for Dr. Paula André and representatives of the Department of Management and Organization, the Research Area and the Workers' Commission. This committee promotes an IGND information space on the LNEG Intranet, manages the IGND Suggestions, Complaints or Complaints box, and prepares the IGND Annual Action Plan, whose activities are reported annually to the General Secretariat of the Ministry of the Environment and Climate Action, as stipulated in the National Strategy for Equality and Non-Discrimination 2018-2030, defined in the Resolution of the Council of Ministers n.º 61/2018.

The European Commission has established the existence of an IGND Action Plan (Gender Equality Plans, GEPs) or equivalent strategy as an eligibility criterion for funding of Academic and Research Institutions. Under these conditions, the LNEG Board of Directors decided to harmonize the LNEG IGND Annual Action Plan with the recommendations contained in the Horizon Europe Guidance on Gender Equality Plans (GEPs) in force from the year 2022.

GEND's Annual Action Plan is disclosed to all LNEG employees and is available on the intranet.

Lisboa, 12/05/2023

Chair of Executive Board

Teresa Ponce de Leão