



EQUALITY, DIVERSITY AND INCLUSION POLICY OF GREEN AGRO SOLUTIONS

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1. GENERAL PROVISIONS

1.1. Purpose of the document

This Equality, Diversity and Inclusion Policy, hereinafter referred to as the **Policy**, establishes the core principles, objectives and mechanisms for ensuring equal treatment, non-discrimination, respect for human dignity and the promotion of diversity in the activities of Green Agro Solutions Public Union (NGO).

The Policy is a key element of the organisation's internal governance system and establishes a consistent approach to creating a safe, inclusive and professional environment for all persons who cooperate with the organisation.

The document has been developed with due regard to European standards of good governance, the principles of equality, non-discrimination and inclusion, and approaches applied in European Union programmes and other international initiatives.

1.2. Organisational vision

Green Agro Solutions recognises that sustainable agriculture cannot be achieved without developing human potential, respecting human rights and ensuring equal opportunities for all participants in the agricultural sector.

The organisation seeks to be an open professional community in which decisions are based on competence, integrity and professionalism rather than on personal characteristics.

We recognise that diversity of experience, knowledge, professional approaches, cultural backgrounds, age and sex improves the quality of advisory activities, promotes innovation and strengthens trust among farmers, partners, research institutions and international donors.

1.3. Relationship with other internal documents

This Policy is a foundational document within the organisation's system of internal policies and shall be applied in conjunction with:

- the Gender Equality Plan of Green Agro Solutions for 2026–2028;
- the Statute of Green Agro Solutions Public Union.

During 2026, the Policy is expected to be supplemented by the Code of Conduct, the Policy on the Prevention of Harassment and Complaints-Handling Procedure, and the Research Ethics and Integrity Policy.

2. PURPOSE OF THE POLICY

The primary purpose of this Policy is to foster an organisational culture based on equality, mutual respect, professional ethics and inclusion.

To achieve this purpose, the organisation sets the following objectives:

- ensuring equal treatment of all persons regardless of their personal characteristics;
- establishing transparent and fair procedures for engaging consultants, experts, employees and volunteers;
- creating a safe working environment free from discrimination, workplace bullying, bullying and harassment;
- developing a culture of mutual respect and professional cooperation;
- integrating the principles of equality and inclusion into governance processes, training programmes, advisory activities and international projects;
- strengthening the confidence of partners, donors, public authorities and the wider public.

3. SCOPE

This Policy applies to all persons participating in the activities of Green Agro Solutions, irrespective of the form of their engagement.

These persons include:

- the Head of the organisation;
- independent consultants;
- experts;
- project coordinators;
- lecturers and trainers;
- volunteers;
- student interns;
- trainees;
- external experts;
- representatives of partner organisations during joint activities;
- other persons performing work or providing services on behalf of the organisation.

The Policy applies to all areas of the organisation's activities, including:

- advisory services;
- preparation and implementation of international projects;
- training activities;
- conferences;
- field demonstrations;
- research projects;
- information and awareness-raising activities;
- internal communication;
- digital platforms and remote interaction.

4. LEGAL AND POLICY FRAMEWORK

This Policy is based on the principles of international and national law that guarantee equality, non-discrimination and respect for human rights.

In developing the Policy, account was taken of:

- the Universal Declaration of Human Rights of 1948;
- the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW);
- the United Nations Convention on the Rights of Persons with Disabilities;
- the European Convention on Human Rights;
- the Treaty on European Union;
- the Treaty on the Functioning of the European Union;
- the Charter of Fundamental Rights of the European Union;
- current European Union strategic and policy documents in the field of gender equality;
- guidance issued by the European Institute for Gender Equality (EIGE);
- Horizon Europe approaches and guidance on gender equality, diversity and an inclusive organisational culture;
- the Constitution of Ukraine;
- the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men";
- the Law of Ukraine "On the Principles of Preventing and Combating Discrimination in Ukraine";
- the Law of Ukraine "On Public Associations".

5. CORE PRINCIPLES

The organisation implements this Policy on the basis of the following principles.

Legality

All decisions shall be taken in accordance with Ukrainian legislation and applicable international obligations.

Equal opportunities

All persons shall have equal access to participation in the organisation's activities, professional development and opportunities to realise their potential.

Non-discrimination

All decisions concerning cooperation, participation in projects, training or professional development shall be based exclusively on competence, experience and professional qualities.

Respect for human dignity

Every person has the right to respectful treatment, a safe environment and protection from all forms of humiliation or violence.

Inclusion

The organisation seeks to remove barriers that may restrict the participation of individuals or groups and to ensure the greatest possible accessibility of its programmes, events and services.

Transparency

Procedures for selection, decision-making, handling complaints and monitoring the implementation of the Policy shall be open, clear and documented.

6. TERMS AND DEFINITIONS

For the purposes of this Policy, the following terms shall have the meanings set out below.

6.1. Equality

Equality means ensuring the same rights, opportunities, access to resources, participation in decision-making and professional development for all persons, irrespective of their personal characteristics.

The organisation recognises that equality does not necessarily mean identical treatment in every situation. It requires the creation of fair conditions that enable every person to realise their potential.

6.2. Diversity

Diversity means the presence within a professional community of people who differ in their experience, education, specialisation, age, sex, cultural background, language, worldview and other characteristics.

Green Agro Solutions regards diversity as an important organisational resource that promotes innovation, improves the quality of advisory services and contributes to more effective decision-making.

6.3. Inclusion

Inclusion means creating an organisational environment in which every person is able to participate fully in the organisation's activities and feels heard, respected and valued.

An inclusive approach involves removing physical, organisational, informational and communication barriers that may restrict the participation of individuals or groups.

6.4. Non-discrimination

Non-discrimination means preventing any unjustified restriction of rights, opportunities or privileges on grounds unrelated to professional competence or the requirements of a specific activity.

The organisation ensures equal treatment of all persons irrespective of:

- sex;
- gender identity;
- age;
- race;
- skin colour;
- ethnic or social origin;
- citizenship;
- language;
- religion or belief;
- disability;
- marital or family status;
- place of residence;
- political or other views;
- any other characteristic protected by law.

6.5. Equal opportunities

Equal opportunities mean that all persons have the same access to:

- participation in the organisation's activities;
- training;
- professional development;
- competitive selection procedures;
- international projects;
- advisory activities;
- expert groups;
- leadership functions in projects.

6.6. Inclusive environment

An inclusive environment is one in which every person can work, study or participate in activities without fear of discrimination, biased treatment or psychological pressure.

7. ENSURING EQUAL OPPORTUNITIES

7.1. General approach

The organisation ensures equality of opportunity at all stages of interaction with persons who cooperate with it.

This applies to:

- selection of consultants;
- engagement of experts;
- participation in international projects;
- training;
- professional development;
- participation in conferences;

- performance of project coordination functions;
- participation in advisory activities.

All decisions shall be based exclusively on professional criteria.

7.2. Equal access to information

The organisation ensures open access to information concerning:

- competitive selection procedures;
- vacancies, where available;
- training opportunities;
- international traineeships;
- grant programmes;
- participation in conferences;
- mobility programmes;
- internal training activities.

Information shall be accessible to all potential participants without unjustified restrictions.

7.3. Equality in decision-making

When establishing expert groups, working teams or advisory bodies, the organisation seeks to ensure balanced representation of different groups, taking into account professional competence and the needs of the specific project.

No person may be unjustifiably excluded from participation because of personal characteristics unrelated to the performance of professional duties.

8. DIVERSITY AS AN ORGANISATIONAL VALUE

Green Agro Solutions recognises that the effectiveness of advisory activities depends to a significant extent on diversity of professional experience, knowledge and approaches.

The organisation seeks to establish expert teams that bring together specialists with different competencies, academic backgrounds, practical experience and regional representation.

Particular attention is given to the engagement of:

- young professionals;
- experienced consultants;
- researchers;
- practising farmers;
- lecturers from agricultural education institutions;
- independent experts;
- representatives of international partner organisations.

This approach contributes to improving the quality of advisory services, fostering innovation and strengthening the organisation's institutional capacity.

9. INCLUSIVE ORGANISATIONAL CULTURE

The organisation promotes a culture of mutual respect, openness and professional ethics.

In its activities, the organisation seeks to create an environment in which every person:

- can freely express a professional opinion;
- participates in decision-making within the limits of their authority;
- receives constructive feedback;
- has opportunities for professional development;
- feels protected from all forms of discrimination or humiliation.

The organisation encourages open professional dialogue, mutual respect and a culture of cooperation based on trust, responsibility and integrity.

10. ACCESSIBILITY AND BARRIER-FREE PARTICIPATION

When planning events, training programmes and advisory services, the organisation seeks, within the limits of available resources, to ensure the greatest possible accessibility.

In particular, it is recommended to:

- use premises accessible to persons with disabilities;
- provide opportunities for remote participation;
- provide materials in electronic format;
- use clear and non-discriminatory language;
- take participants' time constraints into account when planning events;
- ensure equal access to information about all participation opportunities.

Barrier-free participation is regarded as an element of good governance that facilitates the engagement of a wider range of specialists and improves the effectiveness of the organisation's activities.

11. ROLES AND RESPONSIBILITIES

11.1. General provisions

Effective implementation of this Policy is the shared responsibility of all persons participating in the activities of Green Agro Solutions.

Every participant in the organisation's activities shall not only comply with the principles of equality, diversity and inclusion, but shall also contribute to their practical implementation in daily work, professional communication and interaction with partners.

11.2. Responsibilities of the Head of the organisation

The Head of Green Agro Solutions provides strategic leadership for the implementation of this Policy and is responsible for:

- approving the Policy and any amendments to it;
- integrating equality principles into the organisation's governance system;
- ensuring that resources are available for implementation of the Policy;
- approving annual reports on its implementation;
- supporting a culture of openness, respect and integrity;
- representing the organisation in relations with international partners on matters of equality and inclusion.

11.3. Responsibilities of project coordinators

Project coordinators are responsible for implementing the principles of this Policy within the relevant programmes and projects.

In particular, they shall:

- ensure equal access to participation in projects;
- apply transparent criteria for selecting participants;
- take into account the needs of different target groups when planning activities;
- promote inclusive communication;
- inform the organisation's management of identified risks or violations of the Policy.

11.4. Responsibilities of consultants and experts

Independent consultants, experts, lecturers and trainers cooperating with the organisation shall:

- comply with the principles of this Policy;
- respect the rights and dignity of others;
- contribute to a professional and safe working environment;
- refrain from all forms of discrimination, bias or hate speech;
- participate in training on equality and inclusion where such training is provided under the organisation's programmes.

12. INCLUSIVE COMMUNICATION

12.1. General principles

The organisation uses communication as a means of promoting a culture of mutual respect.

In all official documents, publications, training materials, presentations and information messages, it is recommended to:

- use appropriate, professional and respectful language;
- avoid discriminatory, offensive or stereotypical statements;
- use gender-neutral wording where this is possible without loss of meaning;
- ensure that information is understandable to a broad range of users.

12.2. Public events

When organising conferences, seminars, training sessions, round-table discussions and other events, it is recommended to:

- ensure diversity among speakers;
- take into account opportunities for remote participation;
- create an atmosphere of open professional dialogue;
- ensure equal opportunities for all participants to express their views.

12.3. Digital communication

When using email, the organisation's website, social media and other digital platforms, employees, consultants and experts shall:

- comply with professional ethics;
- refrain from disseminating discriminatory or offensive content;
- respect privacy and the confidentiality of information;

- refrain from any form of online harassment or bullying.

13. TRAINING AND AWARENESS-RAISING

Green Agro Solutions regards continuous learning as an important instrument for developing its organisational culture.

The organisation seeks to ensure regular awareness-raising for consultants and experts on:

- the principles of equality and non-discrimination;
- diversity and inclusion;
- ethical professional conduct;
- prevention of discrimination and harassment;
- international donor requirements concerning equality policies;
- the gender dimension in international projects;
- accessible communication.

Training may be provided in the form of:

- seminars;
- webinars;
- online courses;
- internal training sessions;
- self-directed learning using recommended materials.

14. MONITORING THE IMPLEMENTATION OF THE POLICY

14.1. General principles

Implementation of this Policy shall be subject to regular monitoring in order to assess its effectiveness and ensure timely improvement.

Monitoring shall be based on:

- statistical data;
- analysis of implemented activities;
- results of internal assessments;
- complaints and proposals received;
- recommendations from international partners and donors.

14.2. Processing of statistical data

For the purpose of assessing implementation of this Policy, the organisation collects and analyses statistical data in anonymised and aggregated form.

Public reports, analytical materials and other publicly available documents shall not include names, contact details or other information that could identify individual employees, consultants, experts, students or other persons, except where publication is based on their consent or another lawful basis.

Personal data shall be processed in accordance with Ukrainian legislation and the principles of confidentiality, proportionality and data minimisation.

14.3. Main indicators

The following indicators may be used to assess implementation of the Policy:

Indicator	Assessment method
Gender balance among consultants	Annual analysis
Representation of women and men in projects	Analysis of project team composition
Participation in training	Records of activities and participants
Number of complaints concerning violations of the Policy	Complaints register
Implementation of the training plan	Annual report
Review of internal documents	Analysis of policy updates

14.4. Annual report

The annual report shall contain:

- information on activities implemented;
- an assessment of progress towards the defined objectives;
- statistical data;
- information on training activities conducted;
- aggregated results of complaints handling, without disclosure of personal data;
- recommendations for further improvement of the Policy.

15. REVIEW OF THE POLICY

This Policy shall be reviewed:

- at least once every three years;
- where Ukrainian legislation changes;
- where European Union or international donor requirements are updated;
- following significant changes in the structure or activities of the organisation;
- where monitoring results indicate a need for improvement.

All amendments shall be approved by decision of the Head of Green Agro Solutions.

16. FINAL PROVISIONS

This Policy shall enter into force on the date of its approval by the Head of Green Agro Solutions.

Its provisions shall be taken into account when planning and implementing the organisation's activities, preparing international projects, organising training activities, selecting consultants and interacting with partners.

The Policy is intended to strengthen the organisation's institutional capacity, develop a culture of mutual respect, ensure equal opportunities and support alignment with European standards of good governance.

ANNEX A

CORE PRINCIPLES OF CONDUCT

Every person cooperating with the organisation undertakes to:

- respect the rights and dignity of others;

- act professionally and with integrity;
- avoid all forms of discrimination;
- contribute to an inclusive working environment;
- report known violations of this Policy;
- support a culture of open and constructive dialogue.

ANNEX B

INDICATIVE LIST OF TOPICS FOR ANNUAL TRAINING

- principles of equality and non-discrimination;
- diversity and inclusion in organisations;
- ethics of professional communication;
- prevention of workplace bullying and harassment;
- accessibility of events and digital services;
- requirements of Horizon Europe, Erasmus+, LIFE and other international donors concerning equality policies;
- inclusive leadership and team management.

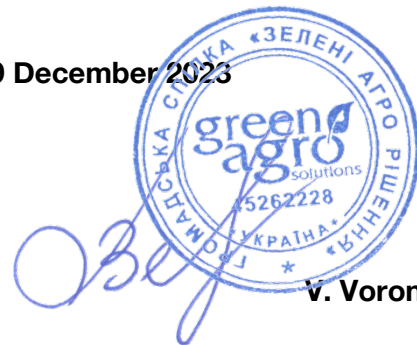
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