



EcoBeautyScore

Gender Equality EcoBeautyScore Association Policy

July 2025

EcoBeautyScore Association Gender Equality Policy

Objectives and Commitments

The association commits to fostering a working environment where everyone is treated with respect and fairness, regardless of gender.

We believe gender equality is fundamental to our credibility and mission of promoting environmentally responsible cosmetic.

Daily Operations

Flexible Working Arrangements: Respect obligations related to family, caregiving, or life balance. Promote flexibility in meetings and workloads.

Shared Learning: Encourage everyone to learn about gender-sensitive language, environmental justice, and how product impacts may differ by gender.

Internal Practice

Inclusive Culture: Foster open and inclusive communication where all team members are encouraged to express ideas and concerns equally.

Fair Roles and Responsibilities: Ensure that tasks and decision-making responsibilities are distributed equitably, considering capacities, interests, and fair access to leadership opportunities.

Inclusive Recruitment (when applicable): When new volunteers or collaborators are brought in, ensure no gender bias in selection, using neutral formulations and objective criteria.



Communication and External Work

Inclusive Messaging: Use diverse visuals and inclusive language in all materials and public outreach.

Awareness of Gendered Impact: When discussing cosmetic products' environmental effects, consider how usage patterns or impacts might vary by gender.

Partnerships: Collaborate with individuals and organizations that also value gender equality and inclusivity.

Safety and Respect

Mutual Respect: Reinforce that inappropriate remarks, behaviors, or biases have no place in the association.

Safe Space: Establish a confidential process (designated contact person or group agreement) to raise any concerns related to gender discrimination or harassment.

Monitoring and Growth

Feedback-Oriented: Hold an annual team reflection (e.g. during a yearly meeting or retreat) to assess how inclusive practices are working and update them as needed.

Proportional Tracking: Keep minimal yet useful records — such as team feedback or observations — to inform future practices.