

## RESAVER PENSION FUND OFF

Institution for Occupational Retirement Provision  
Registered with the FSMA under number: 50.620  
Address: Boulevard de l'Empereur 10, 1000 Brussels, Belgium  
Enterprise number: 0659.784.397

The logo for RESAVER, featuring the word "resaver" in a white, lowercase, sans-serif font on a blue rectangular background.

# RESAVER PENSION FUND OFF Gender Equality Plan (GEP)

## The Purpose of RESAVER Pension Fund

The RESAVER Pension Fund is a special multi-country, cross-border occupational pension vehicle contributing to the removal of the obstacles of researchers' mobility in Europe through enabling mobile employees of research institutions to remain affiliated to the same supplementary pension fund when moving between different countries and changing jobs.

The RESAVER Pension Fund stands for free movement of workers as a fundamental principle of the Treaty enshrined in Article 45 of the Treaty on the Functioning of the European Union and wants to create a future in which employees, researchers specifically, can move and work in EU without any additional difficulties related to accumulation of occupational and personal pension provisions.

The overall aim of the establishment of the RESAVER Pension Fund corresponds to the strategic objectives of the European Union on the creation of the European Research Area to enhance the competitiveness of a knowledge-based Europe. The more research institutions join the RESAVER Pension Fund, the more effective it will be in removing pensions as a barrier to the mobility of researchers in Europe and the more it will fulfil its purpose of supporting the creation of a European research area.

The RESAVER GEP closely aligns with the best practices supported by the European Commission for Institutions involved in research and innovation.

## The Gender Equality Vision

We have set out a vision of building a pension system that works for everyone – institutional members, individual employees, pensioners, subcontracted service providers and employees/representatives of RESAVER. To deliver on this, we have identified three strategic aims:

1. **To be fair, diverse and inclusive in the individuals that represent RESAVER Pension Fund:** as an organisation, we aim to be diverse and create the right environment for all our people to thrive and be their best selves. We will build an inclusive culture in which our diverse community feels safe and supported, and reflects the institutions and individual members we serve.
2. **To build a collective understanding of why pensions inequalities occur and ensure that the RESAVER scheme design and ongoing review is based on equality of benefits and fairness to countries, nationalities, institutions and its members:** Recognising the need to lead from the front in effecting change in the pensions landscape we also want to ensure as a relatively new Pension scheme we can be an exemplar on equality and diversity to both research and innovation institutions and the pension industry.

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3. **To promote high standards of equality, diversity and inclusion among our subcontracted service providers:** providing positive support and encouragement to ensure they practice diversity and inclusion consistent with the RESAVER Pension Fund ambition.

## The Gender Equality Plan (GEP)

1. **The RESAVER Pension Fund GEP** (this document) **would be a public document available on the RESAVER Pension Fund website.** As RESAVER Pension Fund is in the early stages of its formation, it will look to express ambitions which it will convert into clear goals and targets in the area of employment, membership and policy development. The progress on this will be reviewed annually by the Board of Directors (IORP) with a view of setting some measurable objectives.
2. **Dedicate resources:** for the design, implementation, and monitoring of GEPs, ensuring the Board has accessibility to human resources/EDI expertise and expertise on scheme design which prevents inequalities appearing and magnifying.
3. **Work-life balance:** RESAVER provides a supportive work environment, helping employees manage both professional and personal responsibilities by (i) flexible working hours, (ii) part-time positions to adjust schedules for personal needs and (iii) remote work options.
4. **Aim to achieve a gender balanced IORP Board:** to ensure this is monitored annually and factored into any decisions regarding representation.
5. **Include arrangements for data collection and monitoring:** The Board will gather gender data on its individual members who have joined via member institutions.
6. **New membership requirements:** RESAVER will seek GEP information from prospective new institution members to ensure their practices are consistent with the ambitions of RESAVER Pension Fund.
7. **Procurement of subcontractors:** RESAVER will seek GEP information during new procurement exercises to ensure their practices are consistent with the ambitions of RESAVER Pension Fund.
8. **Be supported by training and capacity-building:** to ensure RESAVER Pension fund Board members receive training which covers gender competence, tackling unconscious gender bias/gender violence and evidence-based policy making.
9. **Provide an inclusive experience for all staff:** to promote diversity and equality of respect and opportunity for all RESAVER staff.

## Governance

The RESAVER Pension Fund agrees this GEP for an indefinite period.

The Board of Directors (IORP) reviews the GEP on an annual basis and provides commentary in minutes as to the performance of RESAVER.

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The present Gender Equality Plan document is approved by the Board of Directors of RESAVER Pension Fund OFP on 26 March 2025.

A handwritten signature in blue ink, appearing to read "Mark Kiss".

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Mark Kiss  
Board of Directors - Chairman

A handwritten signature in blue ink, appearing to read "Indi Seehra".

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Indi Seehra  
Board of Directors – Member of the Board