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TO WHOM IT MAY CONCERN

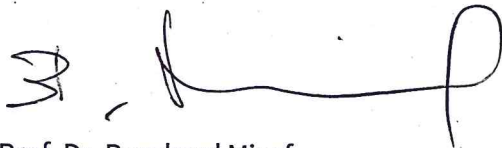
30.08.2022

Declaration Concerning Gender Equality

The Leibniz-Institute for Analyse of Biodiversity Change (LIB), former ZFMK, has long considered it important to proactively pursue gender equality and to implement efforts to achieve a balanced gender ratio in the institution as a whole, but also at all functional levels. For this purpose, the LIB has drawn up and approved a personnel development concept, which in particular contains measures to promote women and a gender equality plan.

In particular, this concept contains an analysis of the current status of the gender distribution in various functional areas and hierarchical levels in our research institute as well as formulated goals to change existing imbalances. In order to achieve the goals, measures were formulated that should support the attainment of the goals - among other things through regulations and agreements for a better work-life balance. Such measures include time-flexible and mobile working opportunities, but also an organizational culture that creates awareness for family needs - in fact, but also supported by binding training for managers. The LIB has equality officers who are exempt from working hours in order to fulfill their duties.

We hereby confirm that the LIB fulfills the GEP minimum requirements of the EU based on the personnel development concept available in our research institute, which also includes a gender equality plan.



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