Nordic Institute of Health Economics
Aarhus, April 10, 2026

Gender Equality Plan (GEP)

Nordic Institute of Health Economics A/S (NIHE)
Periode: 2026–2028

1. Introduction

NIHE is committed to promoting gender equality and equal opportunities in all aspects of our work, including our role in research and innovation activities within EU-funded projects.

As a small enterprise contributing to research activities, we aim to ensure a fair, inclusive, and non-discriminatory working environment.

2. Public document and management commitment

This Gender Equality Plan is formally adopted and approved by the management of NIHE.

The plan is publicly available on our website and applies to all employees and collaborators involved in research and project activities.

Approved by:

Lars Holger Ehlers, CEO

3. Dedicated resources

Responsibility for the implementation of this plan lies with company management.

NIHE commits to:

- Allocating internal time and attention to gender equality efforts
- Integrating equality considerations into HR and project management practices
- Seeking external expertise if relevant

4. Data collection and monitoring

NIHE will monitor gender-related data, where relevant and proportionate to company size, including:

- Gender distribution among employees
- Participation in research and project roles

Progress will be reviewed at least every two years.

5. Training and awareness

NIHE is committed to raising awareness of gender equality and inclusion.

This includes:

- Promoting awareness of unconscious bias
- Integrating equality considerations into daily work practices
- Participating in relevant training or knowledge-sharing activities where appropriate

6. Areas of focus

The company will aim to:

- Ensure equal opportunities in recruitment and career development
- Promote work-life balance and flexible working conditions
- Foster an inclusive and respectful work environment

7. Review

This plan will be reviewed and updated as needed, and at least every two years.