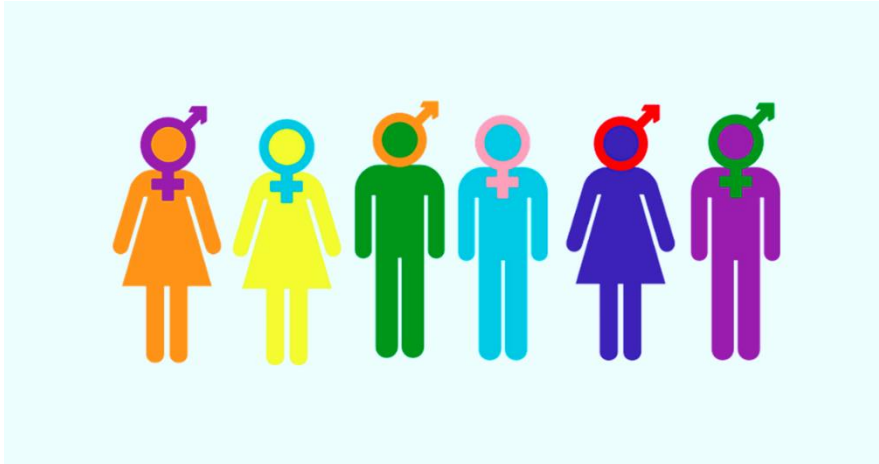


NTCP Diversity & Inclusion Plan



NTCP

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nationaal testcentrum
circulaire plastics

NTCP Diversity & Inclusion Plan

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1 NTCP

The National Test centre for Circular Plastics (NTCP) in Heerenveen (The Netherlands) was established in 2018 to facilitate the development of sorting and recycling of the different plastic streams from bulk plastic waste in industrial sorting facilities. A pilot scale sorting line and recycling line are available to support the development of more efficient plastic recycling. We facilitate the design process (support design for recyclability), technology development (real life testing of the process on pilot scale) and the development of data-driven decision models for sorting.

NTCP is an independent, not-for-profit research and development organization open to all industries and organisations in the market. We believe in an open innovation approach to accelerating the circularity of plastics.

2 Diversity & Inclusion

NTCP management supports the importance the European Union gives to gender equality and the aim of gender equality in research, development, and innovation. NTCP acknowledges the value of a diverse workforce and its vital role in NTCP's innovative strength. NTCP expresses its commitment to ensuring the creation of an inclusive working environment where all NTCP employees, regardless of origin, gender, sexual orientation, nationality etc., must have the same opportunities, be able to develop themselves as much as possible and – of course – be themselves within the NTCP organisation.

Within NTCP, support for gender equality is part of a broader ambition to strengthen diversity and inclusion (D&I). Below you will find an outline of the diversity and inclusion measures, policies and activities developed at NTCP. These will be elaborated upon in the years to come.

2.1 Diversity in leadership and decision-making

The management has supported and will keep on supporting diversity with respect to gender, ethnical background, and LGBTQIA+ in the organisation.

2.2 Governance and dedicated resources

NTCP management assures that NTCP has dedicated resources and diversity policy expertise to develop and implement gender and diversity equality measures further. NTCP has appointed a D&I Officer, Marcel van Eijk mvaneijk@ntcp.nl, who is raising awareness to create a diverse and inclusive culture and ingrain D&I in the organisation further. He facilitates employee engagement and dialogue; equal opportunities in processes, monitoring, and research; and networks and events. Cultural diversity and LGBTQIA+ is cherished at NTCP and having open discussions on this topic is already common practice.

2.3 Capacity-building

NTCP regularly organises team days where ways-of-working, including D&I awareness, are being discussed and actions taken when needed.

2.4 Gender equality in recruitment and career progression

NTCP promotes D&I-focused recruitment and career progression. D&I is integrated in the NTCP onboarding procedure.

2.5 Work-life balance and organisational culture

NTCP promotes a healthy work-life balance. NTCP offers flexibility in its working culture, including flexible working hours, part-time work, and social events.

2.6 Integration of the diversity dimension into research and teaching content

NTCP greatly supports the uptake of the diversity dimension in our research activities and external representation. NTCP aims to integrate D&I into its research by stimulating diversity in grant applications and recommendations for awards. When preparing proposals for EU calls, researchers are reminded of the importance of the gender dimension and diversity in their research and their team.

Considering our past efforts and our commitment towards the future, we trust our diversity and inclusion strategy, including the focus on gender equality, will contribute to creating an open, inclusive NTCP work environment, resulting in excellent, impactful collaborative research in the European context.