



Gender equality plan of Elphogene, s.r.o

Content	
Introduction	2
Objectives of Plan	2
1. Ensuring equal access to employment opportunities	2
a) Recruitment and selection of employees:	2
b) Equal opportunities for promotion	2
2. Support and development of female talent	2
a) Professional development	2
b) Support of work and personal life	3
3. Creating an inclusive work environment	3
a) Prevention of discrimination and harassment:	3
b) Promotion of inclusivity	3
Implementation and monitoring of the plan	3
a) Responsibility for implementation:	3
b) Regular assessment:	3
c) Adaptation of the plan:	3
4. Conclusion	3

Introduction

The gender equality plan of the company Watrex Praha, s.r.o. is a tool for promoting and supporting goals, mechanisms and measures leading to the improvement of equal opportunities for men and women in the company's daily activities, which include research and development, production, promotion and sale of own products as well as distribution of products. from suppliers to customers. The created system reflects the priorities of the requirements of the European and Czech national strategies in this area. Equal opportunities in working conditions, career growth and their ongoing evaluation and optimization are key priorities in the civilized countries of today's world. By adopting the proposed gender equality plan, Watrex Praha declares its commitment to the effort to support the appreciation of diversity in all activities and levels of company and business management. The main purpose of this document is to establish a framework for the continuous creation and improvement of working conditions and corporate culture and environment,

Objectives of the plan:

1. Ensuring equal access to employment opportunities for all employees.
2. Support and development of female talent in the field of technology.
3. Creating an inclusive work environment without discrimination.

1. Ensuring equal access to employment opportunities

a) Recruitment and selection of employees:

- Review of recruitment processes: Ensure that all job advertisements and selection processes are gender neutral. Use language that appeals to both men and women.
- Diversification of recruitment channels: Cooperate with institutions and organizations supporting women in technology
- Recruitment team: Include women in the recruitment team to minimize the possibility of bias in the selection of candidates.

b) Equal opportunities for promotion:

- Transparent career procedures: Publish clear and transparent promotion criteria and ensure that they are the same for all employees.
- Regular performance reviews: Carry out regular performance reviews and ensure that this is an objective and fair process.

2. Support and development of female talent

a) Professional development:

- Mentoring program: Establish a mentoring program where more experienced employees (male and female) will provide support and advice to younger colleagues.

- Training and Workshops: Offer training focused on technical skills development, team management and other important areas.

b) Support of work and personal life:

- Flexible working hours: Introduce the possibility of flexible working hours and working from home to make it easier to balance work and personal life.

- Parental leave: Promote equality in parental leave for men and women so that childcare becomes a social norm for both sexes.

3. Creating an inclusive work environment

a) Prevention of discrimination and harassment:

- Zero tolerance policy: Implement and communicate a zero tolerance policy towards discrimination and harassment in the workplace.

- Training programs: Organize regular training aimed at preventing discrimination and harassment for all employees.

b) Promoting inclusiveness:

- Inclusive culture: Promote an inclusive company culture that values diversity and promotes respect for differences among employees.

- Anonymous feedback: Provide mechanisms for anonymous complaints and feedback regarding workplace inclusivity.

Implementation and monitoring of the plan

a) Responsibility for implementation:

- Appoint a responsible person or team that will be in charge of implementing and monitoring the gender equality plan.

b) Regular assessment:

- Conduct regular evaluations of progress in the implementation of the plan and publish the results to all employees.

c) Adaptation of the plan:

- Based on evaluation and feedback from employees, regularly update and adapt the plan to the current needs of the company.

Conclusion

The implementation of the gender equality plan will contribute to the creation of a fairer and more inclusive working environment at Watrex Praha, s.r.o., which will lead to increased employee satisfaction, better performance and innovation.

Valid from: 1/1/2024