Gender Equality Plan (2025-2028)

Company: Biodiverse s.r.o.

Date of Adoption: January 1, 2025

Valid Until: January 1, 2030

1. Introduction and Company Profile

Biodiverse s.r.o. is an innovative Small to Medium-sized Enterprise (SME) based in Slovakia, dedicated to leveraging technology and data analysis to promote landscape research and biodiversity conservation. Our mission is to provide cutting-edge tools and insights to organizations working to protect and restore natural ecosystems. As a forward-thinking company in the tech and environmental sector, we recognise that diversity and equality are not just ethical imperatives but are also fundamental to fostering the creativity, innovation, and resilience needed to achieve our goals.

This Gender Equality Plan (GEP) is our formal commitment to creating an inclusive and equitable workplace where all individuals, regardless of gender, can thrive and contribute their full potential. This plan is aligned with the Slovak Republic's National Strategy for Gender Equality and the principles set forth by the European Commission.

2. Overarching Commitment to Gender Equality

Biodiverse s.r.o. is unequivocally committed to the principles of gender equality. We believe in creating a work environment built on respect, fairness, and equal opportunities for all.

Management, led by the CEO, endorses this plan and is dedicated to providing the necessary resources for its successful implementation. We commit to a zero-tolerance policy towards any form of discrimination, harassment, or gender-based violence. This GEP will be a public document, accessible to all employees and stakeholders, reflecting our transparent and unwavering dedication to these principles.

3. Thematic Areas: Objectives and Actions

This plan focuses on six key thematic areas, each with specific objectives, actions, and indicators to measure progress.

Area #1: Work-Life Balance and Organisational Culture

Objective: To foster a supportive and flexible work culture that enables all employees to balance their professional and personal lives effectively.

Actions:

1. **Formalise Flexible Work Policy:** Draft and implement a clear company-wide policy on flexible working hours and remote work options, ensuring it is accessible to all employees at all levels.
2. **Respect Working Hours:** Promote a culture that respects non-working hours by discouraging routine after-hours communication and setting clear expectations.
3. **Parental Leave Support:** Ensure both male and female employees are aware of their parental leave rights under Slovak law and are encouraged to take them without fear of negative career impact.

Target/Indicator:

1. Increase in employee satisfaction regarding work-life balance in annual anonymous surveys.
2. Track the uptake of flexible work arrangements by both men and women.

Area #2: Gender Balance in Leadership and Decision-Making

Objective: To achieve a more equitable representation of women in senior and decision-making roles.

Actions:

1. **Leadership Training:** Actively encourage and support female employees to participate in leadership development and mentorship programs.
2. **Transparent Promotion Criteria:** Ensure that criteria for promotion to senior roles are transparent, objective, and communicated clearly to all staff.
3. **Diverse Interview Panels:** Mandate that interview panels for leadership positions include representatives of both genders.

Target/Indicator:

1. Achieve a target of at least 40% female representation in leadership positions by the end of 2028.
2. Annual review of promotion data, disaggregated by gender.

Area #3: Gender Equality in Recruitment and Career Progression

Objective: To ensure fairness, impartiality, and equality of opportunity throughout the entire employee lifecycle, from recruitment to career advancement.

Actions:

1. **Inclusive Job Postings:** Use gender-neutral language in all job advertisements and position descriptions.
2. **Structured Interviews:** Implement a structured interview process with predefined, skills-based questions to minimise unconscious bias.

3. **Career Development Reviews:** Conduct regular career development conversations with all employees to identify aspirations and provide clear pathways for growth within the company.

Target/Indicator:

1. Monitor gender balance in the applicant pool for all advertised positions.
2. Annual tracking of promotions and training opportunities offered to men and women.

Area #4: Equal Pay and the Gender Pay Gap

Objective: To ensure equal pay for equal work and work of equal value, and to actively work towards closing any identified gender pay gap.

Actions:

1. **Annual Pay Audit:** Conduct a confidential annual analysis of salaries across roles, disaggregated by gender, to identify and address any unjustifiable gaps.
2. **Transparent Salary Structure:** Develop and maintain a clear salary framework based on objective criteria such as responsibility, skills, and performance.

Target/Indicator:

1. Reduce the unadjusted gender pay gap to below 5% by 2028.
2. Annual report of the pay audit findings to senior management for corrective action.

Area #5: Integration of the Gender Dimension in Projects

Objective: To ensure that a gender perspective is considered in our research, data analysis, and conservation projects where relevant.

Actions:

1. **Project Checklist:** Develop a simple checklist for project planning to prompt consideration of how our work might impact different genders in communities, or if gendered data could yield new insights.
2. **Awareness Building:** Hold an annual workshop or "lunch and learn" session on why gender dimensions can be relevant in environmental and tech projects.

Target/Indicator:

1. Evidence of the gender dimension checklist being used in project initiation documents.
2. At least 80% of project-leading staff attend an awareness session.

Area #6: Measures Against Gender-Based Violence and Harassment

Objective: To maintain a safe and respectful work environment, free from harassment, bullying, and gender-based violence.

Actions:

1. **Develop a Clear Anti-Harassment Policy:** Create and disseminate a comprehensive policy that defines harassment and outlines a clear, confidential procedure for reporting incidents.
2. **Appoint a Point of Contact:** Designate and train a trusted employee as a confidential contact person for anyone wishing to discuss or report an issue.
3. **Mandatory Training:** Implement mandatory biennial training for all staff on what constitutes harassment and how to contribute to a respectful workplace culture.

Target/Indicator:

1. 100% of employees have signed acknowledgment of the anti-harassment policy.
2. 100% of employees complete the mandatory training.

4. Implementation, Monitoring, and Evaluation

Responsibility: The Head of Operations is designated as the **GEP Lead** and is responsible for overseeing the implementation of this plan. They will be supported by senior management.

Resources: Management commits to allocating the necessary resources (primarily staff time and a modest budget for training) for the successful implementation of the actions outlined.

Monitoring: Progress will be monitored on an ongoing basis. A formal review will be conducted annually by the GEP Lead and presented to management.

Data Collection: We will collect and analyse gender-disaggregated data on personnel, salaries, recruitment, promotions, and training. An anonymous annual employee satisfaction survey will also be used to gather qualitative feedback.

Evaluation: This GEP will be formally evaluated in Q3 2028 to assess its overall effectiveness and to inform the development of the subsequent plan.

5. Endorsement

This Gender Equality Plan has been reviewed and approved by the leadership of Biodiverse s.r.o.

Dr. Robert Pazúr, CEO