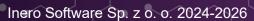
# **Gender Equality Action Plan**





#### **Our Commitment**

Our commitment is to achieve gender equality in all projects till 2026. This will be achieved by a gender-friendly policy, workplace flexibility and work-life balance.

#### **Our Focus**

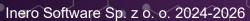
Workforce Participation	Policy, Programs and Services	Communication and Engagement	
Gender-friendly policy, workplace flexibility and work-life balance.		Inclusive language in case studies presentation.	

### **Our Priorities**

Workforce Participation	Promote work-life balance and a gender equality organizational culture.	
Policy, Programs and Services	Enabling policies, laws, and regulatory frameworks that promote gender balance.	
Communication and Engagement	Ensure integration of the gender dimension into research and training contents developed by the company	



# Gender Equality Action Plan





## **Workforce Participation**

<b>Year 1</b> 2024	<b>Year 2</b> 2025	2026	I/D (	Responsible Person/ Department/Area
#Key Action: Promote work-life balance and a gender equality organizational culture here from high level actions above)				
equality in the project implementation	equality in the	Foster gender equality among team leaders.	Gender ration in the company.	Andrzej Chybicki, CEO.

## **Policy, Programs and Services**

#Key Action: Fight lack of visibility of gender issues in policies and laws here from high level actions above)				
Prospect of	Prospect of	Prospect of		
projects aiming projects aiming projects aiming				
to improve	to improve	to improve	Number of projects	Andrzej Chybicki, CEO.
visibility of	visibility of	visibility of		
gender issues	gender issues	gender issues		

## **Communication and engagement**

#Key Action: Ensure integration of the gender dimension into research and training contents developed by the company here from high level actions above)				
- 0-		Organize		
gender equality		gender		
awareness	equality	equality	Number of trainings	Andrzej Chybicki, CEO.
training for our	awareness	awareness	Ö	, , ,
employees	training for our	training for our		
	employees	employees		

