

# **Gender Equality Plan (GEP)**

Company: Prasinor

Validity: June 5, 2025 – June 5, 2026

## **1. Introduction**

Prasinor is committed to fostering an inclusive, diverse, and fair workplace. We recognise gender equality as a fundamental value and a driver of innovation, creativity, and sustainable growth. This Gender Equality Plan (GEP) sets out our objectives and measures to promote equality between women and men in all aspects of our operations.

## **2. Governance & Responsibility**

The Managing Director of Prasinor is designated as responsible for the implementation and monitoring of this GEP. Progress will be reviewed annually and reported to staff. This plan is published on the company website and is publicly accessible.

## **3. Data Collection & Monitoring**

Prasinor will collect and monitor data disaggregated by gender on recruitment, pay, promotions, and training. Annual reports will track progress and highlight areas for improvement.

## **4. Objectives & Measures**

### **A. Work–Life Balance & Organisational Culture**

Prasinor will promote flexible working arrangements, such as remote work and flexible hours. Parental leave will be equally accessible to all genders. The company will also encourage balanced representation in events, committees, and decision-making.

### **B. Gender Balance in Leadership & Decision-Making**

Prasinor commits to balanced shortlists in recruitment and promotions. Women and under-represented groups will be actively supported for leadership opportunities, including through mentoring initiatives.

### **C. Recruitment & Career Progression**

Job advertisements will use gender-neutral language. Recruitment processes will be transparent and fair. All staff will have equal access to training and professional development opportunities.

### **D. Integration of the Gender Dimension in Research & Innovation**

Where applicable to Prasinor's research and innovation activities, gender perspectives will be considered in research design, innovation processes, and product development. Project proposals will encourage diverse teams.

**E. Measures Against Gender-Based Violence, Including Sexual Harassment**

Prasinor adopts a zero-tolerance policy for sexual harassment and discrimination. Confidential reporting mechanisms will be available, and annual awareness sessions on dignity at work will be provided.

**5. Training & Awareness**

Annual training sessions on unconscious bias and gender equality will be provided for all staff. Managers and HR staff will receive additional training tailored to their responsibilities.

**6. Resources & Accountability**

Prasinor will allocate resources to gender equality measures, including training, monitoring, and awareness campaigns. Progress will be assessed annually, and updates will be integrated into the company's overall strategy.

**7. Timeline & Review**

This GEP is valid from June 5, 2025, until June 5, 2026. Annual reviews will assess indicators and propose necessary updates.