

## **GENDER EQUALITY PLAN (GEP)**

Gebchain OÜ | Version 1.0 | Effective Date: May 2026 | Review Date: Annually

Gebchain OÜ is committed to equal opportunity, non-discrimination, and inclusive professional practices. As a start-up company, we apply proportionate gender equality principles in recruitment, collaboration, workplace conduct, and business development.

### **1. PURPOSE**

This Gender Equality Plan (“GEP”) establishes the commitment of Gebchain OÜ, an IT start-up registered in Estonia, to promoting equality, diversity, inclusion, and non-discrimination in all company activities.

The company recognizes that equal opportunities and respectful treatment contribute to innovation, ethical business conduct, and sustainable growth. This plan is designed to satisfy the standard and widely accepted gender equality requirements, while remaining proportionate to the size and resources of the company.

This GEP applies to founders and management, employees, consultants and contractors, partners and collaborators, recruitment and future hiring processes, interactions with clients and stakeholders.

### **2. CORE PRINCIPLES**

Gebchain OÜ commits to the following principles:

**Equal Opportunity** - Decisions related to recruitment, compensation, promotion, training, and collaboration shall be based on skills, qualifications, experience, and business needs, without discrimination based on gender or gender identity.

**Non-Discrimination and Respect** - The company maintains a zero-tolerance approach toward discrimination, harassment, bullying, or inappropriate behavior.

**Inclusive Working Environment** - The company aims to create a professional environment where all individuals are treated with dignity and respect.

**Fair Recruitment Practices** - Future recruitment processes will aim to use inclusive and gender-neutral language and encourage equal access to opportunities.

**Work-Life Balance** - The company supports flexible and practical working arrangements where feasible, taking into account the size and operational needs of the business.

**Equal Participation** - The company encourages balanced participation in meetings, projects, collaborations, and decision-making activities.

### **3. CURRENT COMPANY STRUCTURE**

As of the date of this plan:

- The company is a micro-enterprise/start-up with limited personnel.
- The company currently employs one employee.
- Due to the small organizational size, formal HR structures are not established.
- Gender equality responsibilities are managed directly by company management/founder.

The company commits to scaling equality and inclusion practices proportionately as the organization grows.

#### **4. AREAS of COMMITMENT**

##### **4.1 RECRUITMENT and HIRING**

- When recruiting future employees, interns, or consultants, the company will:
- Use gender-neutral language in job advertisements where possible.
- Evaluate candidates objectively based on competence and qualifications.
- Avoid discriminatory hiring practices.
- Encourage equal opportunity participation in technical and leadership roles.

##### **4.2 WORKING CONDITIONS**

The company will:

- Foster respectful communication and collaboration.
- Support flexible work arrangements where operationally feasible.
- Maintain fair and transparent working relationships.
- Address concerns related to discrimination or inappropriate conduct promptly and confidentially.

##### **4.3 PAY and PROFESSIONAL DEVELOPMENT**

The company aims to:

- Apply fair and transparent compensation principles.
- Provide equal access to professional development opportunities where available.
- Ensure that future decisions regarding advancement or responsibilities are merit-based.

##### **4.4 PREVENTION of HARASSMENT and DISCRIMINATION**

The company does not tolerate:

- Gender-based discrimination
- Sexual harassment
- Bullying or intimidation
- Offensive or exclusionary behavior

Any concerns raised by employees, consultants, or partners will be reviewed by management and addressed appropriately.

##### **4.5 EXTERNAL RELATIONS and PARTNERSHIPS**

The company will seek to:

- Work respectfully and inclusively with clients, suppliers, and research partners.
- Promote equal treatment in collaborative projects.
- Support diversity and inclusion principles in EU-funded activities where relevant.

#### **5. IMPLEMENTATION and MONITORING**

Given the company's small size, implementation will remain practical and lightweight. The company will:

- Keep this GEP publicly available or internally accessible as required.
- Review the plan annually or when significant organizational changes occur.
- Update the plan as the company grows and staffing expands.

Management is responsible for:

- Monitoring adherence to the principles of this plan

- Reviewing any equality-related concerns
- Ensuring compliance with applicable Estonian and EU non-discrimination laws

## **6. COMMUNICATION**

This Gender Equality Plan may be:

- Shared with employees and contractors
- Provided in Horizon Europe or other EU funding applications
- Made available to project partners or stakeholders upon request

## **7. PROPORTIONALITY STATEMENT**

This GEP has been designed proportionately to the size, administrative capacity, and operational reality of a micro-enterprise/start-up. The company commits to maintaining practical, reasonable, and scalable equality measures appropriate to its stage of development.

## **8. APPROVAL**

Approved by:

Name: Žarko Koneski

Position: Owner/CEO

Date: 12.05.2026

