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## GENDER EQUALITY PLAN (GEP)

**Company:** AMCOM Engineering s.r.o.

**Period of validity:** 2025–2027



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## 1. INTRODUCTION

AMCOM Engineering s.r.o. recognizes the principle of equality between women and men as a key factor for sustainable development, innovation, and a fair working environment. This Gender Equality Plan (GEP) has been developed in accordance with the requirements of the European Commission and the European Institute for Gender Equality (EIGE/GEAR). The document aims to ensure equal opportunities for employees regardless of gender.

The GEP is a strategic instrument designed to drive structural and sustainable changes within the company to achieve gender equality. The Plan covers human resources policies, corporate culture, procedures, monitoring, and staff engagement. The policy is focused on structural transformation of organizational processes, cultural norms, and practices with clearly defined priorities, timelines, and resources.

## 2. CURRENT SITUATION ANALYSIS

As of 1 September 2025, AMCOM Engineering s.r.o. has achieved equal participation of women and men in its operations:

- The overall distribution of employees is 50% women and 50% men.
- A 50/50 gender balance has been established in management positions.

Our task is not only to maintain these results but also to embed gender equality principles into the company's long-term strategy.

### Methodology:

- Data are collected disaggregated by sex, age, job position, and type of contract, and include indicators such as recruitment and dismissals, average salaries by job category, promotions, training participation, and use of leave.
- Qualitative analysis: employee surveys and focus groups to identify hidden barriers.



### 3. OBJECTIVES AND KEY PERFORMANCE INDICATORS (KPI)

1. Maintain equal representation of women and men within the company.
2. Ensure equal career development and professional growth opportunities.
3. Support work–life balance.
4. Foster an inclusive corporate culture based on respect and equality; maintain gender equality in management positions.
5. Take into account gender in combination with age, disability, migration background, and other characteristics.

### 4. MEASURES AND ACTIONS

#### 4.1 Recruitment and Career Development

- Use gender-neutral wording in job advertisements.
- Ensure transparent criteria for recruitment and promotion.
- Guarantee equal pay for equal work.
- Include women in the talent pool for management positions.

#### 4.2 Work-Life Balance

- Provide flexible schedules and remote work options where feasible.
- Support employees during parental leave.
- Introduce a program encouraging men to take parental leave.
- Hold meetings strictly during working hours.

#### 4.3 Gender Balance in Management

- Maintain balanced representation of women and men in leadership positions.
- Strive for equal distribution of roles during company expansion.

#### 4.4 Training and Awareness-Raising

- Conduct annual internal discussions on equality and corporate values.
- Ensure that all employees are familiar with this Plan.



#### **4.5 Prevention of Discrimination and Harassment**

- Apply a zero-tolerance policy.
- Provide anonymous complaint channels and independent review.
- Conduct annual training on preventing discrimination.

### **5. MONITORING AND EVALUATION**

- Conduct annual analysis of the gender composition of employees by department and position.
- KPI: equal representation of women and men.
- In case of structural changes, ensure the preservation of balance and equal opportunities.
- If KPIs are not met, the plan is adjusted accordingly.
- The Equality Committee meets at least quarterly to review progress and propose corrective measures if necessary.

### **6. RESPONSIBILITY AND RESOURCES**

- The CEO is responsible for implementing and monitoring the Plan.
- The CEO ensures compliance with equality principles and adjusts procedures where necessary.
- An annual budget for the implementation of the Policy is approved before the start of each financial year. The CEO appoints a responsible person and approves the composition of the Equality Council for coordinating data collection and KPI monitoring.

### **7. PUBLICATION AND DISSEMINATION**

- This Plan is available to all employees and stakeholders on the company's official website.
- A feedback form is created for suggestions and comments.

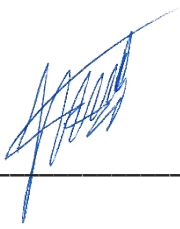


## 8. CONFIRMATION

I, the undersigned CEO, confirm that this Gender Equality Plan has been approved and will be fully implemented.

**MSc. Illia Tkalenko, Ph.D.**

**CEO**

A handwritten signature in blue ink, consisting of stylized, overlapping loops and strokes, positioned above a horizontal line.

Date: 1 September 2025