

GAZDA KONTROLL KFT.

Gender Equality Plan

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1. Work-life balance and organizational culture

Achieving a harmonious work-life balance is pivotal in cultivating a robust organizational culture that promotes employee well-being and productivity. Gazda Kontroll Kft., a leading firm specializing in grant management, consultancy, and economic optimization services, operates nationwide, covering the entire country. Notably, Gazda Kontroll Kft. is committed to gender equality, boasting an equitable distribution of male and female employees across its workforce. At Gazda Kontroll Kft., the company ethos prioritizes flexibility in work arrangements, offering employees the option to work remotely in certain cases and providing adaptable work schedules. This flexibility enables employees to manage their professional responsibilities effectively while attending to personal commitments, contributing to their overall satisfaction and productivity. The company offers a conducive work environment where employees are empowered to excel and leverage their expertise fully. The company values continuous learning and development, providing ample opportunities for skill enhancement and career advancement. Employees are encouraged to explore their potential, fostering a culture of innovation and growth within the organization. Importantly, the organization places a strong emphasis on creating a safe and inclusive workplace environment for all its employees. Gender-based discrimination and harassment are strictly prohibited, reflecting the company's unwavering commitment to fostering a culture of respect, dignity, and equality. By championing diversity and inclusivity, Gazda Kontroll Kft. not only cultivates a supportive work environment but also drives organizational success through the collective efforts of its diverse workforce.

2. Gender balance in leadership and decision-making

Gazda Kontroll Kft. is firmly committed to promoting gender equality throughout the organization's management structures and decision-making processes. This dedication extends across all levels of our operations. At the company, we uphold the principle that both men and women should have equitable opportunities to assume positions of authority and leadership. We actively encourage their participation in both formal and informal management and decision-making contexts, ensuring a diverse range of voices are heard and valued. Furthermore, our decision-making procedures are intentionally designed to be gender-sensitive, taking into account the unique perspectives and contributions of individuals irrespective of gender identity. We firmly believe that embracing gender equality enriches our organizational culture and enhances our overall effectiveness. Additionally, Gazda Kontroll Kft. maintains a strong partnership with Széchenyi István University, enabling us to enhance the development of our employees. Through this collaboration, we are able to access valuable resources and expertise, facilitating continuous learning and growth opportunities for our staff. This partnership underscores our commitment to nurturing talent and fostering a supportive work environment where employees can thrive and contribute to our collective success.

3. Gender equality in recruitment and career progression

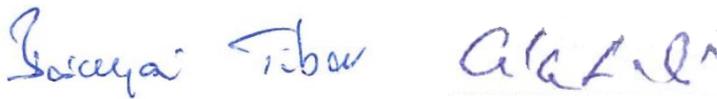
The process of cultivating a workforce comprised of skilled and innovative professionals demands significant investment and time. In today's competitive landscape, employers vie fiercely for talented individuals, necessitating a concerted effort to attract diverse talents, including women, even in fields where their representation may be lacking. It is imperative to not only attract but also retain talented employees, providing them with ample opportunities to realize their personal and professional aspirations. Statistics reveal a concerning trend wherein women are more likely to exit their careers compared to their male counterparts. Achieving true gender balance and equality in the workforce requires a comprehensive examination and eradication of all gender biases and inequalities inherent in employment practices. Therefore, it is essential that all regulations and measures are aligned with the principle of gender equality and the overarching objectives of the Gender Equality Framework, permeating every facet of workplace regulations, decisions, and actions. Central to fostering gender equality is ensuring equal opportunities for both men and women to progress in their careers. This necessitates a critical review of recruitment, selection, and career advancement processes at every stage to identify and rectify existing structural inequalities that disadvantage women. The ultimate aim is to embed principles of gender equality into all recruitment and selection procedures and career advancement pathways, fostering an inclusive and equitable work environment where all individuals can thrive and contribute to organizational success.

4. Integration of the gender dimension into research and teaching content

Incorporating the gender dimension into research and educational content is a fundamental endeavour for Gazda Kontroll Kft., reflecting its commitment to excellence and quality. This initiative holds profound significance for research organizations and higher education institutions alike, as it enhances the overall quality of research planning, hypotheses, protocols, and outcomes. By integrating gender equality into research and innovation, Gazda Kontroll Kft. not only addresses instances of gender-based bias but also promotes evidence-based and comprehensive research activities, fostering multidisciplinary within its operations. Recognizing that science and innovation thrive on collaboration with diverse social groups for societal advancement, Gazda Kontroll Kft. prioritizes inclusivity in research participants and users from the outset. Neglecting gender considerations often leads to overlooking other pertinent social and empirical parameters, hindering the progression of knowledge. Hence, acknowledging gender-based factors fosters heightened awareness and sensitivity, enabling Gazda Kontroll Kft. to adopt a more holistic approach in its research and educational endeavours. Moreover, integrating the gender dimension into research and education at Gazda Kontroll Kft. entails honouring the biological and social attributes of individuals across genders. It is imperative to ensure that knowledge derived from research and disseminated through education remains impartial, free from gender-based bias, stereotypes, and prejudice. As part of its overarching objectives, Gazda Kontroll Kft. seeks to infuse the perspective of gender equality into its educational plans and contents while developing ethical research practices that champion gender equality principles.

5. Measures against gender-based violence including sexual harassment

At Gazda Kontroll Kft., we prioritize the well-being and safety of all our employees. In the unfortunate event that any individual experiences harassment of any kind within our workplace, we have established a clear protocol for reporting and addressing such incidents. Our employees have the right to bring forward any concerns or complaints to the company's management team, led by our dedicated managers, who are trained to handle such situations with care and professionalism. Upon receiving a complaint, our management team conducts a thorough investigation into the matter, ensuring that all parties involved are heard and respected. We take all complaints seriously and are committed to taking appropriate action to address and resolve any issues of harassment swiftly and effectively. Our aim is to create a workplace environment where every employee feels safe, valued, and respected. It is important to note, however, that instances of harassment among our employees or from our management team are extremely rare at Gazda Kontroll Kft. We have cultivated a culture of mutual respect, inclusion, and professionalism within our organization, where such behaviour is not tolerated under any circumstances. We believe in fostering a positive work environment where everyone can thrive and contribute to the success of our company. As part of our ongoing commitment to maintaining a harassment-free workplace, we provide regular training and education to our employees on topics such as diversity, inclusion, and respectful workplace behaviour. We also have clear policies and procedures in place to prevent harassment and address any concerns that may arise. At Gazda Kontroll Kft, we firmly believe that by promoting a culture of respect and equality, we can create a stronger, more cohesive, and more productive workforce.



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