

# Gender Equality Plan (GEP)

## 1. Introduction

This Gender Equality Plan (GEP) outlines Domyn's commitment to creating a diverse and inclusive workplace, promoting gender equality across all levels. It complies with national and EU-level legislation and aligns with our values of fairness, inclusivity, and transparency.

The company's management fully supports this initiative, as evidenced by Uljan Sharka, Domyn's CEO, signing this document. The plan is published on the company's website to ensure transparency and accountability.

## 2. Objectives

- Ensure equal opportunities for all employees regardless of gender;
- Promote gender balance in leadership and decision-making roles;
- Foster a respectful, inclusive, and safe working environment;
- Eliminate gender pay gaps;
- Support work-life balance and organizational culture.

## 3. Dedicated Resources

The company is in the process of assigning dedicated resources to support the implementation and tracking of its Gender Equality Plan. This includes establishing a Gender Equality Committee, which will represent all employees and management of the company, allocating financial resources for initiatives, and ensuring time and support from leadership. The Human Resources department will play a key role in coordinating actions, monitoring progress, and aligning all policies and practices with gender equality principles.

## 4. Data collection and Monitoring

The company is committed to collecting and monitoring sex- and gender-disaggregated data related to its workforce. This includes data on recruitment, promotions, pay, training, parental leave, and other relevant HR indicators.

Progress will be tracked annually through internal reports. The GEP will be reviewed and updated regularly based on data, employee feedback, and regulatory changes.

## 5. Training

Domyn is committed to promoting an inclusive workplace culture by providing regular training and awareness-raising sessions on gender equality and unconscious gender bias. These initiatives will target all employees, with a special focus on managers, team leads, and decision-makers. The goal is to equip staff with the knowledge and tools needed to recognize and counteract biases, foster respectful collaboration, and support equal opportunities across all functions.

## 6. Measures and Actions

### 6.1. Work-Life Balance and organizational culture:

- Continue offering flexible working hours and remote work options to accommodate different needs; \*
- Continue to encouragement uptake of parental leave by all genders; \*
- Support employees returning from parental leave with reintegration programs and flexible arrangements;
- Provide additional support services and budget to support employees with children and care responsibilities.

### 6.2. Gender Balance in Leadership & Decision-Making:

- Set internal targets for gender diversity in leadership roles, ensuring women are represented in key decision-making processes, including on committees and leadership teams;
- Encourage mentoring and sponsorship programs.

### 6.3. Gender Equality in Recruitment & Career Progression:

- Use gender-neutral language in job postings; \*
- Aim for gender-balanced shortlists; \*
- Actively recruit women for leadership roles and technical positions; \*
- Train hiring managers on unconscious bias.

### 6.4. Measures against gender-based violence including sexual harassment:

- Raising awareness about gender-based violence;
- Implementation of a zero-tolerance policy for gender-based violence, including sexual harassment;
- Provide a dedicated, confidential channel for reporting any violations or concerns.

#### 6.5. Pay Equity:

- Conduct annual gender pay gap analysis;
- Adjust discrepancies and communicate results transparently.

#### **Commitment to Ongoing Improvement**

Achieving gender equality is an ongoing responsibility. At Domyn we will continue to assess, improve, and adapt our efforts to promote a workplace where everyone can grow and succeed equally. We're committed to turning intentions into impact, today and in the future.

On behalf of the Board of Directors

  
Uljan Sharka

Founder & CEO

\*currently covered by existing procedures.

For questions or suggestions regarding this plan, please contact the HR Department at [hr@domyn.com](mailto:hr@domyn.com)