



## **Gender Equality Plan of BVT Technologies, a.s.**

With this document the management of BVT Technologies, a.s., states that the principle of equal opportunities applies to all positions at BVT Technologies, a.s. (BVT) through the implementation of gender equality, the recruitment process, the evaluation system and remuneration.

The Company fully respects the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in all areas of its activity including research freedom, ethical principles, professional responsibility and attitude, accountability, good practice in research, dissemination, public engagement, non-discrimination, gender balance, co-authorship, working conditions, stability of employment, career development, mobility, evaluation and recruitment. Adherence to these principles is monitored by BVT management and is regularly evaluated.

BVT continues to support the development of measures that enhance gender equality and social equity within our company. We have developed the indicated measures to address gender equality at BVT: training opportunities, raising awareness on gender equality and policy measures to ensure equal opportunities in recruitment and career progression.

### **Dedicated Resources**

The Company in whole is committed to implement this Gender Equality Plan.

### **Data collection and monitoring**

The Companies management has regular discussions with company personnel, takes in and evaluates all discussions as disaggregated data.

### **Work-life balance and organisational culture**

BVT is aware that organisational culture and work-life balance are key components for establishing an environment where both men and women can enjoy their activities and have equal opportunities in building a fulfilling career.

Organisational culture and work-life balance is a broad thematic area that addresses issues such as:

1. Gender-sensitive communication;
2. Childcare provisions;
3. Maternity/paternity/parental leave provisions;
4. Home Office possibility;
5. Part time work possibility;

### **Gender balance in leadership and decision-making**

BVT strives to be a gender-balanced company, where its personnel have equal access to and a balanced participation in leadership and other decision-making roles.

### **Gender equality in recruitment and career progression**

BVT strives make its environment free of gender bias. In order to reduce bias in our content, it is vital to take into consideration the equality dimension of gender, (biological traits and social features) of both men and women.

### **Company culture against gender-based violence including sexual harassment**

At BVT we strive to cultivate a community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence and any violence, including sexual harassment, are not tolerated within the Company. The Companies personnel have an understanding with management that whenever they have any issue or feel harassed in anyway, they are fully able to communicate with the management about the issue. With the continued efforts we believe that we are, and will be in the future, able to contribute to gender equality.



RNDr. Jan Krejčí, PhD.

CEO



Ing. Radka Kucerova

Head Office Manager

