

# Gender Equity Plan (GEP)

## 1. Introduction

Denteam.d.o.o Belgrade is committed to achieving gender equality through policies, practices, and initiatives that promote equal access and opportunities for all employees, regardless of gender. Recognizing that gender equity contributes to better productivity, innovation, and employee satisfaction, our plan focuses on creating an inclusive work environment.

## 2. Objectives of the GEP

- Ensure equal opportunities for recruitment and career advancement for all employees, regardless of gender.
- Encourage work-life balance for all employees.
- Ensure equal access to training, mentorship, and leadership for both women and men.
- Implement initiatives to eliminate gender biases in the workplace.
- Monitor progress in achieving gender equity through regular reviews and reports.

## 3. Action Plan

- **Recruitment:** Implement gender-balanced recruitment policies, including affirmative measures to achieve gender balance.
- **Career Development:** Develop and implement training programs that allow all employees, regardless of gender, to enhance their professional skills and advance within the organization.
- **Mentorship and Support:** Establish mentorship programs that provide equal support for both women and men to develop leadership and recognize talent.
- **Communication:** Implement training and workshops for all employees to reduce gender stereotyping and improve inclusive communication.
- **Flexible Work Access:** Provide flexible working hours and remote work opportunities, enabling employees to achieve a balance between work and personal life.

## 4. Gender Equality Strategies

- Promote a culture where diversity is respected, and gender equality is not just a policy but an everyday practice.

- Implement and monitor equal pay policies for equal work.
- Develop and apply policies against sexual harassment and discrimination in the workplace.
- Ensure equal opportunities for women and men in leadership and decision-making positions within the organization.

#### **5. Monitoring and Evaluation**

- Regularly monitor and report on progress in implementing the GEP, with a focus on continuous improvement of policies and practices.
- Analyze gender balance in recruitment, advancement, and development processes, with clear goals and performance indicators.

#### **6. Conclusion**

By implementing this plan, Denteam.Ai d.o.o Belgrade commits to promoting gender equity through concrete actions and creating a work environment that is inclusive and fair for all employees, regardless of gender. We will continue to fight against gender inequalities and provide equal access to all employees at every level.

BELGRADE

01.03.2025.

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