

Gender Equality Plan (GEP)

LLC Blue Siren Solutions

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1. Introduction

Blue Siren Solutions is committed to fostering an inclusive, respectful and equitable working environment in which every individual has equal opportunities to contribute, develop professionally and reach their full potential.

The company recognises that diversity strengthens innovation, improves decision-making and contributes to better organisational performance. Equal treatment and equal opportunities are therefore considered fundamental principles in all aspects of the company's activities, including recruitment, employment, leadership, professional development, collaboration with partners and research and innovation activities.

Although the company currently operates as a small enterprise, it is committed to embedding gender equality into its organisational culture from the earliest stages of its development. This GEP establishes the principles, objectives and actions that will guide the company as it grows.

2. Scope

GEP applies to:

- company owners and directors;
- employees;
- temporary staff;
- trainees and interns;
- consultants and contractors where appropriate;
- applicants for employment.

The principles contained in this GEP are expected to guide both internal operations and external professional relationships.

3. Principles

The company is guided by the following principles:

- equal opportunities regardless of gender, gender identity or expression;
- fair and transparent decision-making;
- respect for diversity and inclusion;
- zero tolerance towards discrimination, harassment and bullying;

- equal access to professional development and career opportunities;
- support for work-life balance;
- merit-based recruitment and advancement;
- continuous improvement through regular monitoring and review.

4. Objectives

The company aims to:

- promote an inclusive organisational culture where everyone feels respected and valued;
- ensure that employment-related decisions are based solely on competence, qualifications and performance;
- maintain equal opportunities in recruitment, remuneration and career progression;
- support flexible working arrangements that facilitate work-life balance;
- prevent discrimination, harassment and gender-based violence;
- raise awareness of equality, diversity and inclusion;
- integrate equality considerations into company policies and research and innovation activities where relevant.

5. Governance and Responsibilities

Overall responsibility for implementing this GEP rests with its Board.

Board members are responsible for:

- ensuring that this plan is implemented and regularly reviewed;
- promoting an organisational culture based on equality and mutual respect;
- monitoring employment practices;
- reviewing equality-related issues during strategic planning;
- considering equality implications when introducing new policies or organisational changes.

As the company expands, responsibility for specific activities may be delegated to designated managers or human resource personnel.

6. Recruitment and Career Development

The company is committed to ensuring that recruitment and career development processes are objective, transparent and free from discrimination.

To achieve this, the company will:

- use gender-neutral language in vacancy announcements;
- advertise positions through channels that encourage diverse applicants whenever feasible;
- apply objective and transparent selection criteria;
- evaluate candidates solely on their qualifications, competencies and relevant experience;
- ensure that interview processes are fair and consistent;
- provide equal access to training, mentoring and professional development opportunities;
- encourage career progression based on demonstrated performance and potential.

Future leadership appointments will continue to be based on competence and transparent decision-making.

7. Equal Pay and Employment Conditions

The company is committed to the principle of equal pay for equal work and work of equal value.

Compensation decisions shall be based on objective factors including:

- responsibilities;
- qualifications;
- professional experience;
- performance;
- market conditions.

Gender shall never influence remuneration, contractual conditions or employment benefits.

As the organisation grows, remuneration practices will be reviewed periodically to ensure continued fairness and consistency.

8. Work-Life Balance

Recognising that employees have different personal and family responsibilities, the company aims to create a supportive and flexible working environment whenever operationally feasible.

The company will seek to provide:

- flexible working hours where appropriate;
- hybrid or remote working arrangements where suitable;
- reasonable flexibility during family-related responsibilities;
- support for employees returning from parental leave;
- equal encouragement for all employees to make use of available family-related benefits.

The company recognises that supporting work-life balance contributes to employee wellbeing, motivation and long-term organisational success.

9. Inclusive Organisational Culture

The company strives to maintain a workplace where every individual feels respected, included and able to contribute fully.

Employees are expected to:

- treat colleagues with dignity and respect;
- value diverse perspectives;
- communicate professionally;
- contribute to an inclusive working environment.

The company encourages open dialogue and constructive feedback while ensuring that different opinions can be expressed respectfully.

10. Prevention of Discrimination, Harassment and Gender-Based Violence

The company maintains zero tolerance for:

- discrimination;
- bullying;

- intimidation;
- sexual harassment;
- gender-based harassment;
- retaliation against individuals who report concerns.

Any employee who experiences or witnesses inappropriate behaviour is encouraged to report the matter to one of the board members. Employees may raise concerns confidentially and may request to remain anonymous (in accordance with applicable laws and the need to conduct a fair and effective investigation).

All reported concerns will be treated fairly and impartially and resolved in accordance with applicable legislation and company procedures.

Where appropriate, corrective actions will be implemented to prevent recurrence.

11. Training and Awareness

The company recognises that equality is supported through continuous learning.

As resources allow, the company will encourage participation in training related to:

- equality, diversity and inclusion;
- respectful workplace behaviour;
- unconscious bias;
- prevention of harassment;
- inclusive leadership.

Training may be provided through webinars, online courses, conferences or project-related capacity-building activities at least once per year.

12. Gender Dimension in Research and Innovation

Where relevant to the company's activities, research and innovation projects will consider whether biological sex and gender aspects should be integrated into project design, data collection, methodology, stakeholder engagement and dissemination of results.

Where gender considerations are not relevant to a specific activity, this will be explicitly assessed and justified.

The company also aims to encourage balanced participation of women and men in project teams, advisory groups and stakeholder engagement activities whenever possible.

13. Monitoring and Evaluation

To ensure continuous improvement, the company will periodically monitor the implementation of this plan (at least once a year).

Depending on company size and available data, indicators may include:

- gender distribution among employees;
- recruitment outcomes;
- participation in training;
- promotion and career development opportunities;
- remuneration reviews;
- uptake of flexible working arrangements;
- reported cases of discrimination or harassment;
- employee feedback regarding workplace culture.

Because the company currently has a small workforce, monitoring will focus primarily on qualitative assessment while respecting confidentiality.

The Board members will review this GEP every two years or earlier if significant organisational changes occur.

14. Communication

This GEP will be approved by the Board and afterwards consistently:

- communicated to all employees;
- included in onboarding materials for new staff;
- made publicly available through the company's website or another appropriate communication channel;
- reviewed and updated on a regular basis (every two years).

15. Commitment

Blue Siren Solutions believes that gender equality is an essential element of good governance, responsible business practice and organisational excellence.

The company is committed to maintaining a working environment where all individuals are treated fairly, have equal opportunities to succeed and are empowered to contribute their knowledge, skills and experience.

As the organisation develops, this Gender Equality Plan will continue to evolve to reflect changing organisational needs, legal requirements and recognised good practices in equality, diversity and inclusion.

16. Implementation Action Plan

Blue Siren Solutions is currently a newly established small enterprise with three founding board members and no additional employees. Consequently, implementation measures are designed to be proportionate to the company's size and available resources. As the organisation grows, the implementation plan and monitoring framework will be expanded accordingly.

Objective	Action	Responsibility	Timeline	Indicator
Establish governance	Approve and publish the Gender Equality Plan on the company website and make it available to all current and future personnel.	Board	August 2026	GEP approved and publicly available
Fair recruitment	Use gender-neutral language and objective selection criteria in all future recruitment processes.	Board	Ongoing	All recruitment documents reviewed before publication
Equal opportunities	Ensure that employment decisions, remuneration and access to training are based solely on objective criteria.	Board	Ongoing	No gender-related differences identified in employment decisions
Work-life balance	Offer flexible working arrangements whenever compatible with business needs.	Board	Ongoing	Flexible arrangements considered when requested
Safe working environment	Maintain a confidential reporting mechanism for discrimination, harassment or bullying and	Board	December 2026	Reporting procedure available; number of

Objective	Action	Responsibility	Timeline	Indicator
	investigate any reported concerns promptly.			reported cases reviewed annually
Awareness and training	Ensure that all board members complete at least one equality, diversity or inclusion training (webinar, online course or conference session) each year, where feasible.	Each Board member	Annually	At least one training activity completed per year
Gender dimension in projects	Consider whether sex and gender aspects are relevant during proposal preparation and project implementation, documenting the assessment where appropriate.	Project leaders	During each project	Assessment included where relevant
Monitoring	Conduct a simple annual review of implementation, including workforce composition, recruitment, training activities and any equality-related issues.	Board	Annually	Annual review documented
Policy review	Review and update the GEP every two years or sooner if significant organisational changes occur.	Board	Every two years	Updated GEP approved

Approved by the Board

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