

FLUART INNOVATIVE VACCINES LTD.
GENDER EQUALITY PLAN
2024-2025

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Document history

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Gender Equality Plan (GEP) – Objectives

Fluart Innovative Vaccines Ltd. (hereinafter: Fluart) is committed to ensuring gender equality within its organization and considers this value a high priority.

This current GEP has been approved by the Managing Director of Fluart. The GEP embraces gender equality and equal opportunities as a basic social value and fundamental right; moreover, it defines it as of strategic importance.

In order to achieve the above objectives, Fluart undertakes to establish an institutional structure that supports gender equality, to create training programs, to establish and maintain gender-balanced decision-making processes, to establish employment relations and promotion systems that support gender equality and private life, family and work-life, as well as the maintenance and monitoring of processes, and necessary data collection.

Basic Principles for Developing GEP

- 1.) **Principle of participation:** Fluart worked out and approved its GEP after having consulted the opinion and standpoint of all the employees (hereinafter: employees). Fluart employees are encouraged to study this process as well as to participate in it.
- 2.) **Principle of fairness and justice:** GEP objectives and measures are established along the principles of fairness and justice considering all the necessary factors.
- 3.) **Principle of cooperation:** the employees, including the management as well, will cooperate with each other when establishing, monitoring and maintaining the GEP. They shall act in good faith and with mutual respect.
- 4.) **Principle of credibility:** all the aspects of credibility will be considered when establishing, monitoring, and maintaining the GEP. Data are collected from authentic and credible sources, and are in compliance with the data protection and data security rules.
- 5.) **Principle of compliance with Hungarian, organizational and EU regulations:** when establishing, monitoring and maintaining the GEP, compliance with Hungarian, organizational and EU legislation is mandatory. The basic principle of gender equality is considered a horizontal principle in all the regulations and decisions of Fluart.

GEP – Scope and responsibility

GEP - Scope: as of March 4, 2024 to December 31, 2025, or until a new GEP is adopted.

Persons responsible for the implementation of the tasks and regulations defined in the GEP:

1. The person responsible for working out the GEP: deputy managing director
2. The person responsible for approving the GEP: managing director

Legal background

Gender Equality Strategy of the European Commission

Article 8 of the Treaty on the Functioning of the European Union states the following: “In all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women.”

The European Commission (COM (2020) 152 final) established its gender equality strategy for the period of 2020-2025 under the title “The equality-focused Union¹”. The main goals of the strategy include the elimination of gender-based violence, the reduction of gender stereotypes, the elimination of the labour market gap, equal representation of the sexes in each economic sector, equality in the field of wages and pensions, and a more equal sharing of care tasks. The document states that “the treaties stipulate that the duties of the Union include promoting equality between the genders in all its activities. Gender equality is one of the EU’s fundamental values: it is a fundamental right, and one of the most important pillars of the European Social Rights [...]”.

Lifelong gender gaps in employment and wages result in even wider pension gaps, thus senior females are more exposed to poverty than men. Eliminating the gender pay-gap requires addressing all its root causes, including lower female labour market participation, invisible and unpaid work, increased part-time employment and career breaks for females, and vertical and horizontal segregation based on gender stereotypes and discrimination.

The lack of wage transparency has proven to be one of the main obstacles to eliminating the gender pay-gap. This pay-gap means that females earn less than males, which has a long-term impact on the quality of the lives of females, increase their risk of exposure to poverty and the continuing pension gap (2018 data).

¹ European Commission: *Creating an equality-focused Union. The gender equality strategy for the period 2020-2025*. 2020. (<https://eur-lex.europa.eu/legalcontent/HU/TXT/?uri=CELEX:52020DC0152>) (last download: 12/13/2021)

The European Union is a world leader in promoting gender equality. Due to comprehensive legislation and jurisprudence on gender equality, efforts to mainstream the gender dimension in various policy areas, and legislation to address specific inequalities, the EU has made significant progress in ensuring gender equality in recent decades. Nevertheless, none of the Member States has achieved full gender equality and progress is slow. While the gender gap in education is narrowing, gaps in employment, pay, care, influence and pensions still persist. The principle of gender equality is still being violated too frequently.

The Gender Equality Strategy provides a framework for the European Commission's work on gender equality and defines policy objectives and key actions for the period of 2020-2025. The strategy is aimed at creating a gender-equal Europe, where gender-based violence, gender-based discrimination and structural inequality between women and men are a thing of the past. Europe, where women and men, girls and boys are equal in all their diversity, where people are free to follow their chosen life-path, where people have equal opportunities to prosper and where people can equally participate and play a leading role in our European society.

The implementation of this strategy to achieve gender equality is based on a dual approach. The Commission systematically integrates the gender dimension in all internal and external EU policy areas at each stage of its policy development. When implementing the strategy, the Commission applies intersectionality as a horizontal principle, that is, the combination of social gender with other personal characteristics or identities [...]. Increasing participation of females in the labour market has a strong and positive impact on the economy, especially with regard to declining labour force and shortage of professionals. [...] The employment rate of females is currently higher than ever before within the EU; however, still too many females face obstacles in terms of entering and actively remaining in the labour market. [...]

The Work-Life Balance Directive introduces minimum requirements for family-related leave and flexible working conditions for employees, and promotes the equal share of caring responsibilities between parents. [...] Although there are more female university graduates than male in Europe, women are still underrepresented in highly paid professions. More women than men work in poorly paid jobs and sectors, or in lower positions. This situation is enhanced by factors such as discriminatory social norms and stereotypes about female and male skills or the undervaluation of female work. [...]

Career advancement is challenging especially for women over and above their family responsibilities. Women often make their job-related decisions depending on their family responsibilities as well as on how frequently they can share their family responsibilities with their partners. This is a particular challenge for single parents, the majority of whom are women, as well as for those living in remote rural areas, and those that do not have access

to support solutions. Women's unpaid work activities are also disproportionately large, which constitutes a significant part of the economic activity. [...]

The percentage of women in leadership positions is still extremely low, whether in political or government bodies, higher courts or corporate boards. The Commission aims to achieve a 50% gender balance at all management levels by the end of 2024. Support measures include quantitative targets for female appointments and programs to develop leadership skills. [...]

In order to address violence and harassment at work, the Commission will continue to encourage Member States to strengthen the International Labor Organization's (hereinafter: ILO) Convention on the Elimination of Violence and Harassment in the World of Work, to implement the effective EU rules on the protection of employees against sexual harassment and to draw the public's attention to such. As an employer, the Commission will adopt a new, comprehensive legal framework that includes preventive and reactive measures against workplace harassment.

Women and men should share caregiving and financial responsibilities equally.

Digital transformation is extremely important in this context. As a result of the rapid transformation and digitization of the economy and the labour market, 90% of jobs now require basic digital skills. In the EU, only 17% of the people choosing ICT studies and careers and only 36% of TTMM students are women, in spite of the fact that girls outperform boys in terms of digital literacy. The Commission will address this gap and contradiction through the updated Digital Education Action Plan and through the Ministerial Commitment Statement entitled "Women in Digitalisation". The Commission will use the "women in the digital world" scoreboard more systematically.

The new rules require employers to inform job seekers about the starting salary or salary range for the advertised positions in the job advertisement or before the job interview.

Employers cannot ask questions from applicants about their previous salaries.

As of starting a new job, employees will have the right to request information from their employer on the following:

- the average salary/wage level of employees in the same or equal job broken down by gender, and
- criteria for salary increase and promotion, which should be objective and gender neutral.

Companies with over 250 employees have to annually submit to the competent national authority a report on the gender pay-gap within their organization. Smaller organizations will have to write such a report every three years. Organizations with fewer than 100 employees will not be subject to such obligation; however, the given countries may set such requirements to their business entities. Employers can publish these reports on their websites or make them publicly available in other forms, for example they can include this information in their management reports or, where appropriate, in their reports prepared by the management on the basis of Directive 2013/34/EU of the European Parliament and of the Council¹³. Employers subject to the requirements of the aforementioned directive may decide to report on wages and salaries in their management report along with other employee-related issues.

In case the report reveals a wage difference of over 5%, which cannot be justified by objective, gender-neutral criteria, the companies shall take action together with employee representatives by means of a joint salary increase.

According to the new directive, employees who had to face gender-based pay discrimination can claim compensation including full settlement of wage arrears and related bonuses or benefits in kind.

Traditionally employees had to provide proof for wage discrimination; nevertheless, from now on it is the employer that has to prove their non-violation of the EU rules on equal pay and wage transparency. Sanctions imposed for infringements have to be effective, proportionate, deterrent, and may be imposed as fines.

The directive contains provisions to ensure that the needs of employees with disabilities are also considered.

Since such bias is often non-conscious, pay transparency can help employer education and help them identify gender-based, discriminatory pay-gaps that cannot be justified by reasonable discretionary factors and are often unintentional.

The right to equal pay for work for both women and men is elaborated in Article 157 of the TFEU and Directive 2006/54/EC on equal pay.

[Directive \(EU\) 2023/970 of the European Parliament and the Council \(May 10, 2023\)](#)

Article 11 of the UN Convention on the Elimination of All Forms of Discrimination against Women, ratified by all Member States, of December 18, 1979, states that participating States are obliged to take all appropriate measures to ensure, inter alia, equal pay right,

including benefits, as well as the right to equal treatment in respect of work of equal value and in the evaluation of the quality of work.

Article 2 and Article 3(3) of the Treaty on the European Union define the right to equality between women and men as one of the fundamental values of the Union.

Article 4 of Directive 2006/54/EC stipulates that there cannot be any implicit or indirect discrimination based on gender with regard to remuneration. Gender-based wage discrimination, where the gender of the person that suffers wage discrimination plays a decisive role, can take many different forms. It may include a combination of different areas of discrimination or inequality, if the employee is a member of one or more groups protected against discrimination based on gender, race or ethnic origin, religion or belief, disability, age or sexual orientation, in accordance with the Council Directive of 2000/43/EC^[7] or the Council Directive of 2000/78/EC^[8]. Women with disabilities, women of different racial and ethnic backgrounds, including Roma women, and young or older women are among the groups that may face intersectional discrimination. The Directive should therefore make it clear that, in the context of gender-based pay discrimination, it should be possible to take such intersectionality into account, thereby dispelling any doubts that may exist in this regard based on the existing legal framework, and allowing national courts, equality bodies and other competent authorities to appropriately consider any disadvantage resulting from such intersectional discrimination, in particular for substantive legal and procedural purposes, including the recognition of the existence of discrimination, the selection of an appropriate basis for comparison, the assessment of proportionality and, where appropriate, the determination of compensation awarded or the amount of sanctions imposed.

Employers have to make available to employees the **criteria** they use to determine **wage levels** and **wage increases**. Wage increase refers to the process of an employee moving into a higher wage bracket. The criteria related to the wage increase may include among others *individual performance, skill development and time spent in employment with the employer*.

The obligations of employers arising out of this directive are part of the responsibilities applicable in the field of environmental protection, social and labour law, the compliance of which with regard to participation in public procurement procedures is required by the member states in the 2014/23/EU^[17], 2014/24/EU^[18] and 2014/25/EU of the European Parliament and Council Directive^[19]. In order to comply with the employers' obligations related to the right to equal pay, the Member States have to ensure above all that economic players have in place wage-setting mechanisms while delivering public procurement contracts or concessions that cannot generate pay-gaps between the sexes that cannot be

justified by gender-neutral factors in any employee-category that perform equal jobs or jobs of equal value. In addition, Member States should consider obliging the entities to introduce sanctions and terms of dismissal, where appropriate, that ensure compliance with the principle of equal pay in delivering public procurement contracts and concessions. It has to be ensured for entities that they can consider if any of the tenderers or any of the tenderers' subcontractors disrespect the principle of equal pay when they assess the tender bids so that they have the freedom to not award the contract to the tenderer with the most economically advantageous bid.

NATIONAL REGULATION

Article XV of the Hungarian Constitution

(1) Everyone is equal before the law. All people have legal capacity.

(2) The State of Hungary guarantees fundamental rights to everyone without prejudice to their race, colour of their skin, gender, disability, language, religion, political or other opinion, national or social origin, financial situation, birth or other status.

(3) Women and men have equal rights.

(4) Hungary supports the realization of equal opportunities and social catchup by means of special measures.

(5) Hungary implements special measures to protect families, children, women, the elderly and the disabled.

Act CXXV of 2003 on equal treatment and the promotion of equal opportunities, Labor Code

Act CXXV of 2003 on equal treatment and the promotion of equal opportunities regulates the rules for equal treatment, includes the concepts related to equal opportunities, the rules related to the enforcement of requirements as well as the legal consequences that can be applied in case of violating these rules.

Act I of 2012 of the Labor Code also contains the requirement of equal treatment and the legal consequences applicable in the event of its violation.

Several provisions aim to promote equal treatment and equal opportunities with additional benefits.

Additional parental leave – for the first time in the year when a child is born, for the last time in the year in which the child turns 16. Both parents are entitled to an annual 2 extra days off if they have one child, 4 extra days off for the second child, and 7 extra days off if they have more than two children.

§ 294, subsection (1) point c) of the Labour Code defines the term “child” as follows: a child brought up or cared for in a person’s own household in accordance with the rules on family support; disabled child: the child in respect of whom a higher amount of family allowance has been awarded in accordance with the Family Support Act.

Analysing the realization of equal opportunities of the employed broken down by gender

Headcount ratios as of March 1, 2024

Fluart employs a total of 98 people. Out of the 98 employees, 62 people identified themselves as females, and 36 people identified themselves as males. It can be concluded that the proportion of males is 37% and the proportion of females is 63%. Regarding the composition of the employees, it can be stated that the distribution between genders corresponds to the average in the sector.

In jobs requiring trained work, the ratio of females to males is 74%-26%; whereas in jobs requiring specialized knowledge this ratio is 69%-31%. The ratio of females to males in middle management positions is 56%-44%, and the ratio of females to males with regard to university degrees is 62%-38%. The proportion of females in senior management is 29%.

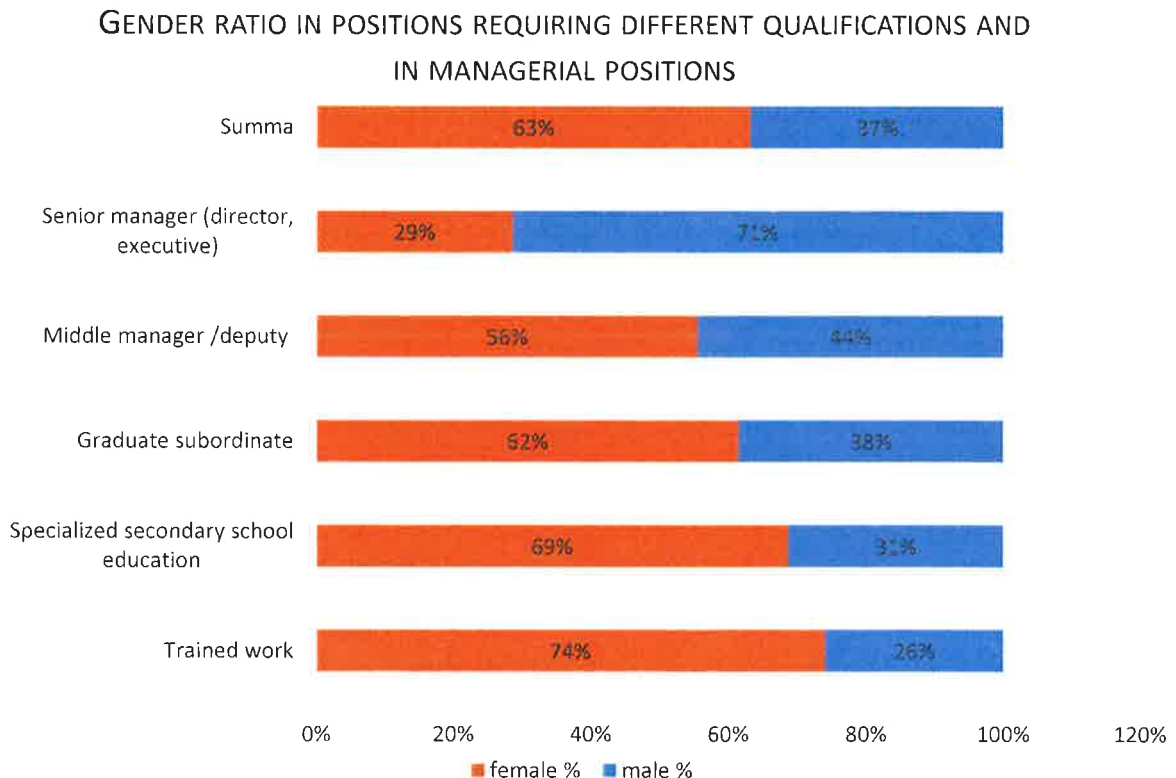


Figure 1: Gender ratio in positions requiring different qualifications and in managerial positions.

DISTRIBUTION OF JOB BY GENDER

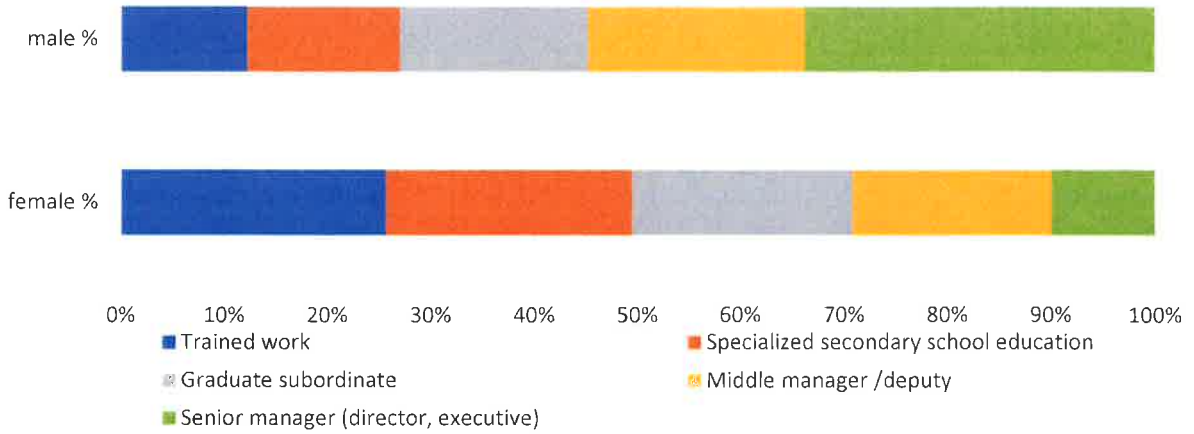


Figure 2: Distribution of jobs by gender at Fluart Innovative Vaccines Ltd. in March 2024.

Figure 3 shows distribution by organizational unit.

GENDER RATIOS IN THE DIFFERENT ORGANIZATIONAL UNITS

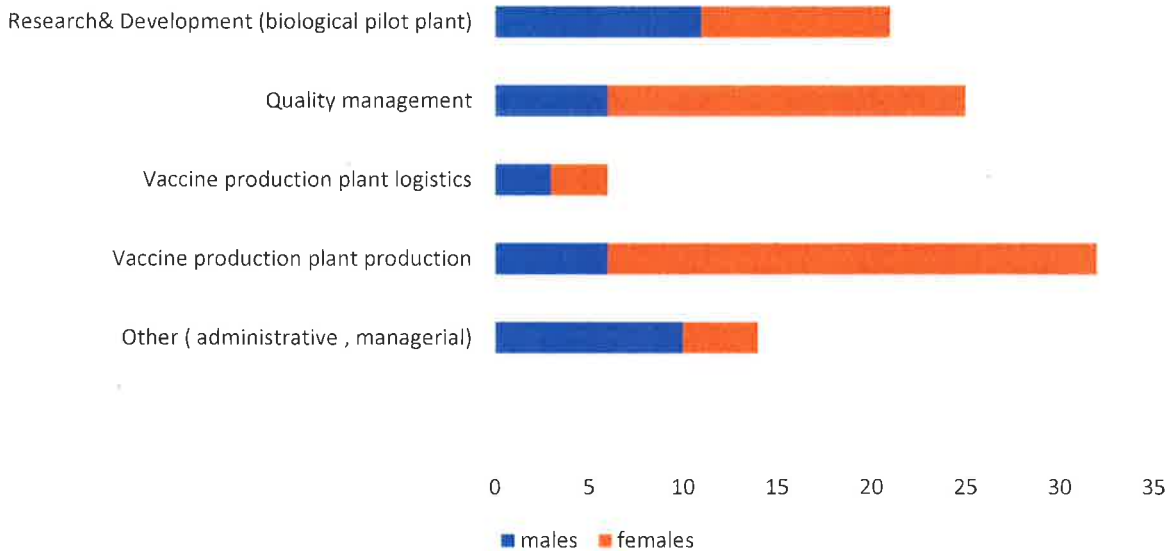


Figure 3: Gender ratios in the different organizational units of the Fluart Innovative Vaccines Ltd, in March 2024.

In the majority of the Fluart organizational units, females are overrepresented compared to males. The majority of employees is female in three organizational units. This also reflects the predominance of females in the given labour market division. The gender ratio of those working in Research and Development is approximately equal. The proportion of females is lower in other administrative and managerial positions that cannot be classified elsewhere.

Payment ratios

Fluart pays special attention to that jobs of the same level belong to the same pay-group. Differences in pay cannot violate the principle of equal treatment. When determining the equal value of a job, the nature the quality and the quantity of the work performed as well as the working conditions, the required qualifications, the physical or mental effort, experience, responsibility, and the labour market conditions are taken into account.

Gender balance in the management and in decision-making

Figures prove that there are female managers in every organizational unit at the middle management level. Wherever the head of the given organizational unit is a male, their deputy is a female.

Pilisborosjenő Headquarters, miscellaneous (administrative and managerial):

- Executive director: male; deputy: female
- Plant manager: male
- Strategic manager: male
- Scientific manager: male
- Tenders manager: male
- Quality Management director : female
 - Marketing manager: female
 - Production manager: female, deputy: male
 - Quality Control manager: male, deputy: female
 - Quality Assurance manager: female
 - Head of Production: females, deputies: females
 - Head of Research and Development: male

Debrecen premises:

- Research and Development director: male
 - Research and Development Manager: male

- Head of Production: female
- Quality Assurance manager: female
 - Quality Control manager: male
 - Head of Hygiene: female

Men are overrepresented compared to females at senior management level.

Mapping of education and further education rates

Fluart periodically organises mandatory further training courses, which are compulsory for all the employees and all the workers in specific positions. Participation in such courses is documented. Such courses include: fire and occupational safety training, GDPR training, GMP training, courses linked to pharmacist degrees, or courses linked to animal vaccination.

Within the framework of a study agreement, employees can participate in external further training that they themselves initiate or opt for (course-type training and school-based training).

Optional courses: analytical studies, management trainings, conferences, validation courses, etc.

In 2023, 8 employees (50% females, 50% male) attended a total of 12 further training courses out of which one was school-based training.

Changing rooms, restrooms

One of the basic rights of employees at work is a place for changing clothes. For cleanroom operations, each employee is assigned a locker, and locker rooms are divided for the genders. The size of the rooms is adjusted to the number of the lockers. There is a shared restroom in 5 locations. There are 2-2 restrooms divided by gender in the cleanroom changing rooms as well as in the grey-zone, which are accessible from the office block, too. These serve the needs of a total of 98 employees.

Supporting work-life balance

Fluart is a family-friendly workplace that accepts and appreciates that its employees have family obligations and personal life commitments. In order to support these, Fluart:

- offers flexible working hours
- offers the possibility of home office where applicable
- provides transportation support for driving to work for employees that live far
- our employees' have constitutional right to additional leave in case they have children over and above the basic and age-based leave
- we provide reduced working hours for employees that cannot work 8-hours. Currently, three female and one male employee chooses this option
- in accordance with the Labour Code, Fluart allows for 2 days off in the case of a death event in the close family
- in accordance with the Labour Code, both mothers and fathers are entitled to reduced working hours when their child is born.

Planned measures

Based on currently available data, GEP can set operative goals and the required measures as defined in this document.

The planned measures can be interpreted in the short, medium and long term. The GEP will be reviewed within 1 year after it is enforced.

Disclosure

The GEP is a public document. Fluart publishes the version of the GEP approved by the executive director on its website: www.fluart.hu and makes it available at its premises in standard ways (annual briefings, registered published documents).

Dedicated resources

The deputy executive director shall coordinate activities related to the implementation, review, and control of the GEP. In the course of their activities, the person responsible for such coordination can employ external resources for the purposes of consultation and professional advice.

The deputy executive director shall consult with the employees and the managers of the organization with regard to gender equality. They embrace proposals, collect information or data, and convey the GEP values throughout the organization.

They order to monitor and evaluate the GEP data (in cooperation with the management), make recommendations depending on the outcome, and propose possible changes to the GEP at specified intervals (at least once a year). They initiate consultation with the managers in this regard once a year and assess the opinions of the employees periodically by offering

the employees an opportunity to make comments and suggestions in connection with the GEP.

Data collection and monitoring

Fluart collects employee data broken down by gender, along with an annual management review based on the indicators at specified periods (at least once a year). Data collection indicators as well as the analysis method have to be defined so that they ensure a possibility to continuously assess the GEP goals and its progress. The indicators, the progress, the results and the possible obstacles have to be regularly monitored and the necessary conclusions drawn.

A major task is to define wages and salaries in different pay brackets and to continuously monitor changes, which promotes the application and delivery of the GEP principles.

Possible data collection:

- what are the career ladders and what is the gender distribution within? Is there any inequality with regard to promotion?
- Is there any difference between men and women in terms of the average length of time they spend in each position?
- What is the gender ratio in research?
- Is there any difference in gender distribution with regard to pay-data in the same positions?
- What is the gender distribution of employees that leave the company? What is the average time they are employed by Fluart?
- What is the average length of employees' parental leave? How many of them returned to work and how many did not?
- What is the duration and the type of absence from work broken down by gender?
- What is the number of training hours broken down by gender?

Data collection from employees:

- Have you ever experienced prejudice?
- What obstacles hinder your development?
- Do you feel valued?
- Do you feel overburdened?
- Do you feel being supported at work?
- How do you perceive the organizational culture, non-discrimination and gender equality?
- What are your experiences in the field of gender equality?

Education

Fluart considers gender equality education particularly important since it helps develop a gender-related culture within the organization, reduce stereotypes, and increase employee satisfaction, which is beneficiary for both Fluart and its employees in the short and long term. To this end, employees are provided regular education on gender equality, unconscious stereotypes, and the possible ways of making comments and suggestions.

Reporting an issue

The Fluart website provides the opportunity to report all types of employee complaints , which provides a chance for employees to directly consult with management.

Regulatory environment

GEP is included in the core Fluart regulatory documents, which is a list-ordered, version-tracked and reviewable regulatory environment.

Planned targets

Awareness of gender-related prejudices

Sensitization programs are aimed at increasing sensitivity to gender equality issues in order to improve active participation in realizing gender equality tasks. It is a general, long-term objective.

Objective	Measure	Responsible person	Delivery time	Monitoring
Institutional level, regular sensitization programs 1 training/person/year	Organizing sensitization programs for Fluart employees	Deputy executive director	1 year (short-term)	Training log
Reviewing Fluart's communication practices from the point of view of gender equality	Review	Deputy executive director	1 year (short-term)	Reviewing communication practices from the point of view of gender equality

Developing corporate culture

Objective	Measure	Responsible person	Delivery time	Monitoring
Establishing and nurturing a corporate culture that considers gender equality a positive value	Employee survey: how employees perceive the corporate culture, non-discrimination and gender equality with regard to inclusion at Fluart. Emphasized communication and presentation of the gender equality plan.	Heads of the organizational units	2 years (medium-term)	Reviewing the survey results
Reviewing and modifying existing policies and instructions according to gender equality aspects, if necessary	Review and modify corporate policies and instructions based on gender equality considerations, as needed	Quality management director	3 years (long-term)	checking that changes have been made
Developing and introducing data collection systems based on gender equality	Order on the establishment of new data collection criteria, establish new data collection criteria, Setting up a data collection system based on gender equality	Deputy executive director	1 year (short-term)	Monitoring the implementation of the gender-based data collection system

Gender balance in management and decision-making

Objective	Measure	Responsible person	Delivery time	Monitoring
Control of processes of becoming a manager	Process control	Deputy executive director	2 years (medium-term)	Monitoring if it is necessary to modify the manager appointment process
Ensuring gender balance in management positions	<p>Overview of selection processes</p> <p>Establish mentor programs for women to help them become managers</p> <p>Organize focus group discussions to increase participation of women in senior management</p>	Deputy executive director (control)	2 years (medium-term)	Controlling the processes, the mentor program, evaluate the results of the mentor program and discussions, possible integration into the processes

Gender equality in recruitment and professional promotion

Equal opportunities for career development and advancement have to be established for both genders. Recruitment, selection and development are key steps in this objective. It is therefore important to review the existing recruitment and selection processes and procedures.

Objective	Measure	Responsible person	Delivery time	Monitoring
Studying recruitment and promotion procedures from the point of view of gender equality	Analyse recruitment and promotion procedures, order process research, measures	Heads of the organizational units	1 year (short-term)	Review of measures
Ensuring that job advertisements and selection are gender-neutral	Examine currently active job advertisements, control of future job advertisements and job interviews	Plant manager, Quality management director, Research and Development director	continuous	Continuously monitor job advertisements
Helping and expanding the career opportunities of employees with	Review career support with special regard to parents with children (regardless of gender). Support employees	Heads of the organizational units	1 year (short-term)	Control and evaluation of the introduction of new procedures

children	returning from maternity leave, assess their needs			
Efforts to make the HR system non-discriminatory	Examining the gender dimensions of different forms of employment and contracts	Deputy executive director	2 years (medium-term)	Managerial effort

Supporting family roles, work-life balance

Objective	Measure	Responsible person	Delivery time	Monitoring
Apply and introduce flexible forms of work that are sensitive to family roles	Part-time employment options for employees with small children, home office, and flexible working hours	Deputy executive director	1 year (short-term)	Controlling introduced and applied work forms and rules
Information and support for maternity leave returnees	Help returns Career support, mentoring, training	Heads of the organizational units	1 year (short-term)	Evaluate and control the results of management efforts to help return

Final provisions

Fluart is committed to supporting the implementation and review of tasks assigned to achieve the goals set in this GEP. The management monitors the implementation of the tasks of the organizations and persons responsible for the implementation of the measures.