



GENDER EQUALITY PLAN

Scope

This document is intended for employees of the Company and the general public.

Purpose

This document describes the value of gender equality in the fields of science, research, and information technology and reflects the functioning of ABC as a modern-thinking company.

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History of Changes

Revision History				
Version	Status	Date	Name	List of Changes
0.1	Proposal	29.4.2022	Alžbeta Bartová	Creating the document
0.2	Draft	29.5.2022	Vladimír Pšenák	Document review
1.1	Update	31.3.2025	Simona Burgelová	Update of all charts
1.2	Update	30.06.2025	Simona Burgelová	Update of the document and charts
2.0	Approved	16.07.2025	Ľubomíra Hrabovská	Release of the approved version



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1 Introduction

1.1 Purpose of the Directive

The Gender Equality Plan of M2M Solutions is a response to the natural evolution of the strategic direction of the European Research Area, of which we are a part. Equality between women and men is a fundamental value of the European Union, enshrined in European treaties. At the same time, it is part of our company's DNA.

1.2 Definitions and Abbreviations

Table 1 Explanation of definitions

Term	Definition
Gender equality	Fair treatment of women and men

Table 2 Explanation of abbreviations

Abbreviation	Full form
DNA	A set of company values, rules, and behavior



2 Content of the Directive

Gender equality is one of the key values of the European Union. It helps incorporate diverse perspectives and approaches, harnesses the potential of the entire team, and also prevents the waste and departure of talent. Despite the increasing number of women represented in the fields of Science and Research and Information Technology, there is still a general feeling of low representation of women in these fields, especially, but not exclusively, in senior positions, management roles, or higher qualification levels.

2.1 Analysis of the Current Situation

The preparation of the Gender Equality Plan was preceded by a Gender Analysis focused on the concentration and working conditions of men and women in our company. We will monitor the acquired indicators and evaluate them regularly once a year.

In the analysis, we focused on the following topics:

- The concentration of women and men at different levels of the company
- The concentration of women and men in different sectors of the company
- The area of employee recruitment and working conditions

The concentration of women and men at different levels of the company

1. Representation of women and men in the company

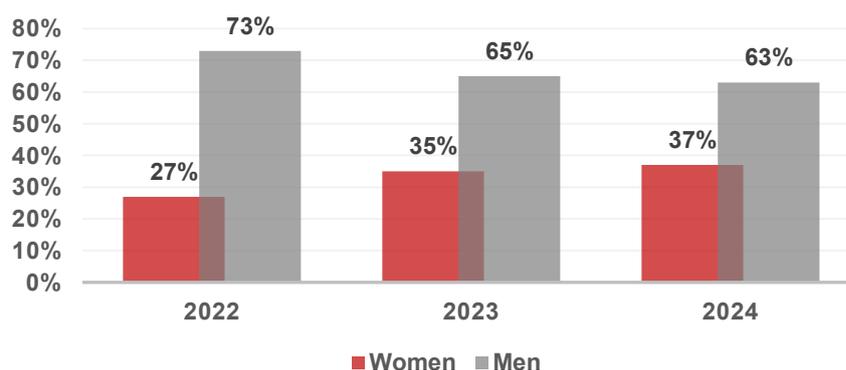


Figure 1 Representation of women and men in the company

2. Representation of women and men in management positions

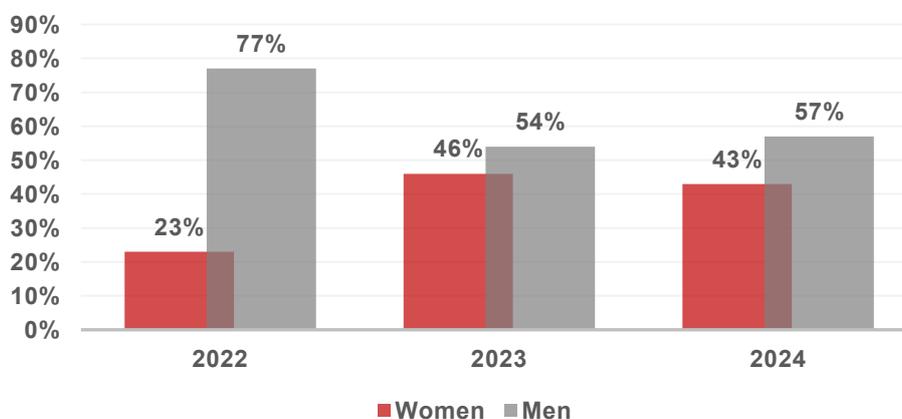


Figure 2 Representation of women and men in management positions



3. Representation of women and men in senior technical positions

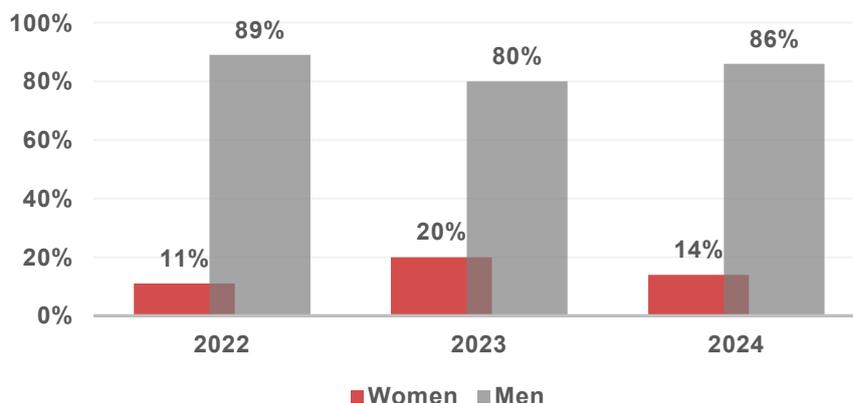


Figure 3 Representation of women and men in senior technical positions

The concentration of women and men in different sectors of the company

1. Representation of women and men in the technical department of the company

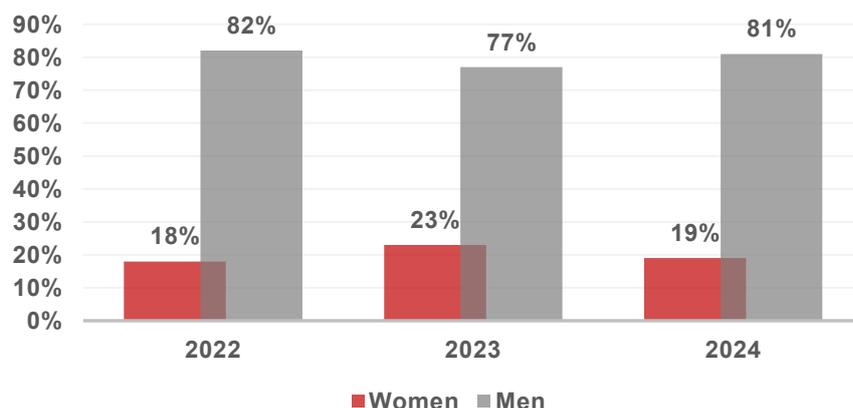


Figure 4 Representation of women and men in the technical department of the company

2. Representation of women and men in the administrative department of the company

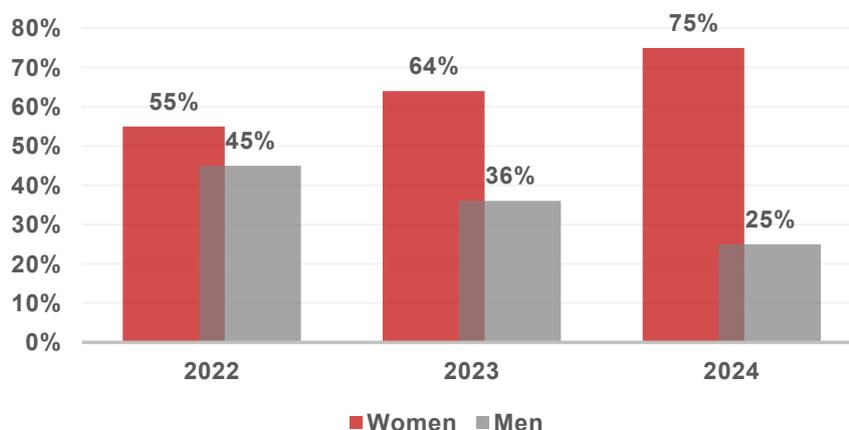


Figure 5 Representation of women and men in the administrative department of the company



The area of employee recruitment and working condition

1. Comparison of the number of male vs. female applicants for technical positions

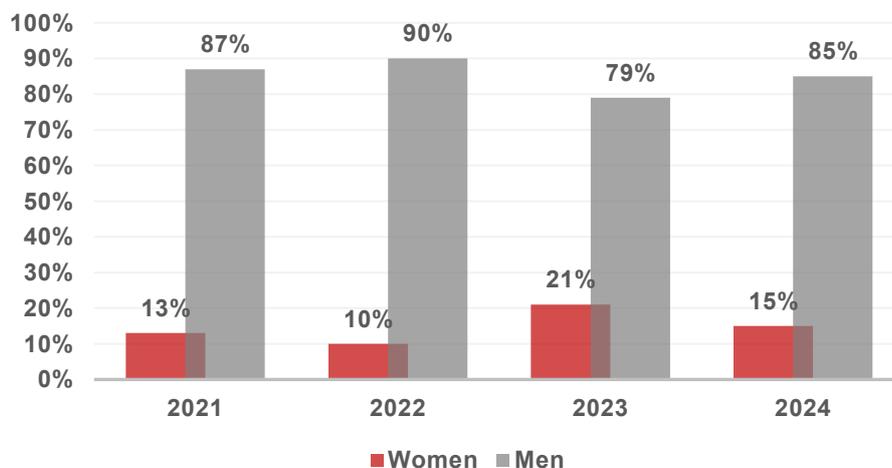


Figure 6 Comparison of the number of male vs. female applicants for technical positions

2.2 Defined Goals and Action Plan

After considering the data from the gender analysis, our company has set five goals focused on:

- Deepening the existing practices within our company,
- Eliminating identified inequalities,
- A preventive outlook for the future.

A key part of implementing activities aimed at supporting gender equality is education.

2.2.1 Goals

0 Active support for work-life balance

Chyba! Nenašiel sa žiaden zdroj odkazov. Promoting equal representation of women and men in management and decision-making

Chyba! Nenašiel sa žiaden zdroj odkazov. Promoting gender equality in the process of recruitment and career development

Chyba! Nenašiel sa žiaden zdroj odkazov. Inclusion of women and promotion of gender equality in the field of Science and Research

Chyba! Nenašiel sa žiaden zdroj odkazov. Promoting a work environment free of gender-based violence and sexual harassment

2.2.2 Action Plan

2.2.2.1 ACTIVE SUPPORT FOR WORK-LIFE BALANCE

Our company fosters a respectful, open, and warm organizational culture free of gender prejudices. Work-life balance has long been an integral part of how our company operates.



Table 3 Work-life balance

Area	Activities	Status
Support for employees starting parental leave	Parental leave for mothers and fathers	Implemented
	Flexible working hour adjustments	Implemented
Integration of employees after a career break (after returning from parental leave)	Mentoring and support	Implemented
	Adjustment of employment contract	Implemented

2.2.2.2 PROMOTING EQUAL REPRESENTATION OF WOMEN AND MEN IN MANAGEMENT AND DECISION-MAKING

For our company, every opinion is equally important. We realize that balanced representation of women and men brings many benefits, including diverse perspectives on various topics.

Table 4 Representation of women and men in management and decision-making

Area	Activities	Status
Active search for women	Collaboration with universities and organizations of science and technology professionals to identify and nominate female candidates, including direct outreach.	To be implemented
	Contacts and recommendations received from women	To be implemented
Supporting women in development	Ensuring gender-balanced development programs that help improve leadership skills.	To be implemented
	Mentoring programs	To be implemented
	Creating opportunities	To be implemented

2.2.2.3 PROMOTING GENDER EQUALITY IN THE PROCESS OF RECRUITMENT AND CAREER DEVELOPMENT

At our company, we treat every applicant equally. A unified salary and career system is in place to evaluate both men and women without distinction. However, we have long observed a trend of higher interest from men in technical positions.

Table 5 Gender equality in the process of recruitment and career development

Area	Activities	Status
Job Posting	Ensuring transparency	Implemented
	Posting every position on the company's career page	Implemented
	Using gender-sensitive language in job advertisements and documents	Implemented
Increasing the interest of female applicants for positions	Proactively identifying women in underrepresented sectors	To be implemented
	Creating educational programs for women targeting identified technical positions	To be implemented



Eliminating pay inequality from a gender perspective	Company salary policy free from gender discrimination	Implemented
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2.2.2.4 INCLUSION OF WOMEN AND PROMOTION OF GENDER EQUALITY IN THE FIELD OF SCIENCE AND RESEARCH

At our Company, we treat every employee equally, and this goal is strongly linked to gender equality in the employee recruitment process..

Table 6 Promoting gender equality in the field of Science and Research

Area	Activities	Status
Engaging women in Science and Research projects	Using standardized anonymous CVs in project selection	Implemented
	Emphasizing the quality of the outcome over the quantity of completed projects	Implemented
	Creating opportunities focused on increasing qualifications	To be implemented

2.2.2.5 PROMOTING A WORK ENVIRONMENT FREE OF GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT

Our company promotes mutual respect and condemns any form of violent behavior.

Table 7 Promoting a work environment free of gender-based violence

Area	Activities	Status
Prevention and addressing of gender-based violence and sexual harassment	Preparation of a document on the prevention and addressing of gender-based violence and sexual harassment	To be implemented

3 Final Provisions

The Gender Equality Plan is an official document approved by the management of M2M Solutions, effective 14 days from the date of approval. The Gender Equality Plan is a dynamic document managed by the Human Resources Department. The plan will be continuously monitored, evaluated, and may be updated accordingly.



