



GENDER EQUALITY PLAN

2022 – 2025



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1. Introduction

Nowadays, striving for equality between women and men is becoming a fundamental pillar of every society. SmartPlan is fully aware of this challenge of redressing rights, strengthening social justice and inclusiveness. In accordance with the principles of the European Commission, the Gender equality plan was created, obliging our company to strengthen the rights of men and women, support the mitigation of social inequality and openness to different cultures, nationalities and genders.

Our policy is based on the following recommendations:

a. European Pact for Gender Equality (2021-2025)

It is a ground-breaking initiative created by the European Commission to promote gender equality throughout the European Union. This comprehensive framework focuses on eradicating gender disparities and promoting inclusiveness in various areas of life. Its main goals include reducing the gender pay gap, increasing the representation of women in decision-making positions and improving work-life balance for all. It then tries to achieve these goals through a combination of legislative measures, policy coordination and social engagement. By promoting cooperation between governments, businesses and civil society, the pact seeks to create an environment where all individuals, regardless of gender, have equal access to opportunities, resources and rights. Through its multifaceted approach, Europe for Gender Equality envisions a fairer and more prosperous Europe where gender-based inequalities are effectively addressed and overcome.

b. EU Strategy for Gender Equality 2020-2025

This is a strategic plan proposed by the European Commission with the aim of supporting transformative changes and promoting gender equality throughout the European Union. The strategy sets out ambitious targets including closing the pay gap, combating violence based on gender, ensuring equal representation in decision-making and supporting gender-sensitive health care and social protection. The strategy recognizes the intersection of gender with other factors such as age, ethnicity and disability and seeks to address these complexities in its implementation. By engaging governments, institutions and society as a whole, the strategy aims to create a more inclusive and diverse Europe where everyone can thrive regardless of gender. It underlines the EU's commitment to promoting a fair society where all individuals

have the opportunity to fulfil their potential and contribute to the sustainable development and prosperity of the region.

Equality between women and men is also one of the basic values of the Czech Republic defined in the Charter of Fundamental Rights and Freedoms and the Labor Code. The promotion of gender equality falls under the competence of the Prime Minister and the Department of Gender Equality. He annually prepares an assessment of progress in the fulfilment of goals and tasks in this area.

The management of SmartPlan fully supports the above principles and emphasizes the importance of the Strategy including the planned measures. Our company creates friendly working conditions, transparent recruitment procedures and equal access regardless of gender / ethnicity / social status / medical disadvantage.

2. Company description

SmartPlan was founded in 2013 and operates in the field of engineering and consulting.

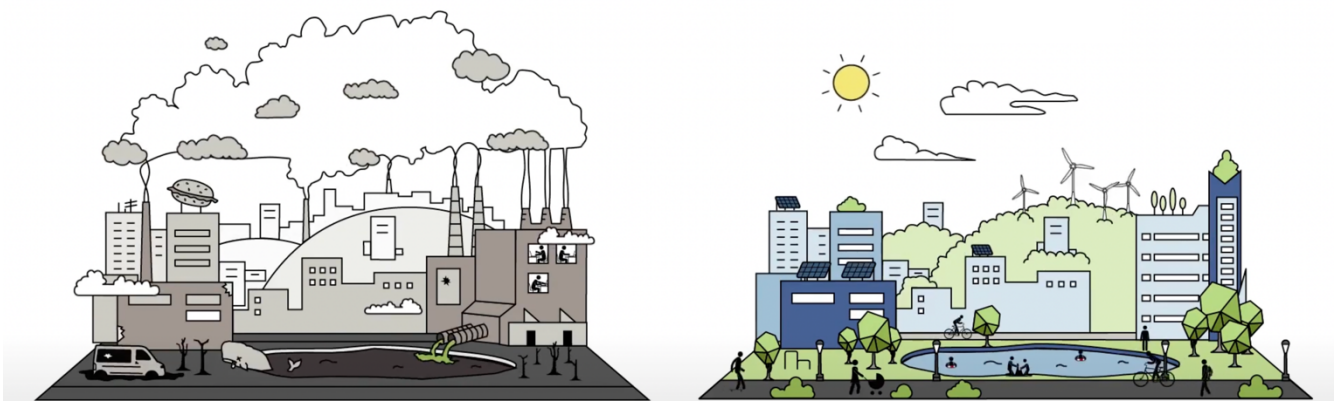
We specialize mainly in the field of mobility and energy management, and at the same time we are active in many international projects. We are preparing projects focused on sustainable mobility, public transport, parking strategies, design of charging / hydrogen infrastructure, transport services, certified road safety audits, transport models, traffic surveys and many others). In the field of energy management, we have successfully integrated and certified the ISO 90001 standards in multiple cities.

We approach problems analytically and holistically. We offer unbiased, technical data for correct decisions. We use our knowledge, innovation and technical progress. We mainly work with cities and public institutions, but we also help private entities.

SmartPlan is open to new opportunities, supporting correct behaviour without prejudices and stereotypes. We have implemented several international projects with many partners coming from different cultures.

Selected projects:

- Pilot project for traffic monitoring centre for the Chisinau city;
- Feasibility study for the introduction of a weigh-in-motion systems;
- Strategic concept of Smart Transport and Sustainable Mobility for the City of Chisinau;
- Transfer of foreign direct investment evaluation mechanisms to Bosnia and Herzegovina;
- And more.



Our main company values are:

Sustainability

We don't bring pipe dreams, we don't make unfulfillable promises. Our recommendations are based on measurable values, data and facts. We propose solutions that are feasible and sustainable.

Mindset change

We help cities set up the changes necessary for effective functioning (mobility, energy management, public authority, residents). People won't change old patterns; we bring support based on strong arguments and measurable facts.

Adaptability

Our team includes collaborators from many fields. We cooperate with several institutions. We approach each client individually, brings customized solutions, respect specifics.

Respect

We respect the uniqueness of each person and institution. We approach all engagements with equal determination.

Trust

We rely on mutual trust. We don't leave unfinished work behind; we work conscientiously. The client and our company are in the same boat.

3. Current measures in the field of gender equality

Equal opportunities are supported in our company by several activities. Men and women have equal rights and the possibility of self-determination in all aspects and phases of their lives. Inclusion, diversity and equality are the main principles providing a respectful framework for our employees. SmartPlan enjoys a culture of open-mindedness, encouraging the free exchange of opinions, experiences and ideas and mutual respect. We support social diversity, ethnicity, nationality, sexual orientation, education, health, religion and age. Thanks to equal conditions during recruitment, we accept employees of different generations.

SmartPlan also supports women on maternity leave or women starting employment after it ends. We provide reduced working hours, the possibility of working from home and flexibility in the layout of the work program. The goal is to involve a larger number of women and support this group in their integration into the work process.

We promote a friendly and supportive atmosphere among our colleagues. Every member of our team is sure that they can always turn to someone. Colleagues with children are used to visiting the workplace with their children, where a number of fun activities are prepared for them (interactive whiteboards, art supplies, stickers, children's bulletin boards, exhibition hall, cards, cubes).

We support young talents as well as people with difficult living conditions. We work closely with the Faculty of Transport of CTU and often involve their students. Their academic knowledge is thus connected with practice. Their experiences then enable them to have a better orientation in what they really expect from their future profession and at the same time enable them to have a better starting position in their later professional career. We also accept students from different cultures for internships and professional work. We support minorities in the Czech Republic by involving them in our projects.

SmartPlan supports barrier-free access for disabled employees. The company operates offices in the premises of the CIIRC building (Czech Institute of Informatics, Robotics and Cybernetics). Access to our offices is available without stairs (possibility of using elevators). We also provide the possibility of use barrier-free toilet. If necessary, we are able to provide toilets for undefined genders.

SmartPlan also strictly complies with the provisions of the Labor Code (Act No. 262/2006 Coll.) regarding discrimination based on gender, especially when it comes to employee salaries and career growth opportunities.

4. Statistics for 2024

Number of permanent workers	Of which the number of women	Of which the number of disadvantaged
15	5	2

Number of cooperating externs	Of which the number of women	Of which the number of disadvantaged
4	0	1

Almost one-third of the permanent employees were women. Out of the total number of employees, two disadvantaged workers were involved (an employee with ADHD and a woman returning from parental leave with young children).

SmartPlan will continue to support workforce diversity and equal access to working conditions and career opportunities. It offers flexible working arrangements, the option to work from home, and supports an active family and personal life.

5. Planned activities in the field of gender equality

The activities of the Gender Equality Plan are focused on the goal of our company in the field of gender equality, based on the European Commission's strategy for Gender equality for the period 2020-2025 and the five thematic areas established for the Horizon Europe program:

- Work-life balance and organizational culture;
- Gender balance in leadership and decision-making;
- Equality of men and women in recruitment and professional advancement;
- Inclusion of the gender dimension in research;
- Measures against gender-based violence, including sexual harassment.

In SmartPlan, Ing. Jana Jančová has been dedicated as the specialist for activities planning in the area of gender equality and social equality support. She regularly talks to all employees and co-workers about their comments, findings and difficulties. In the framework of preparatory and recruitment activities, Ms. Jančová oversees the promotion of diversity and the strengthening of mutual respect without prejudice.

Activities plan 2022 – 2025:

ACTION	MEASURE	SUBJECTS	EXPECTED IMPACT
Flexible working schedule	Balancing work time, study time, family and life	All employees Students	Increased number of women in all positions
Information awareness about cooperation options with students	Sharing experiences Providing information Student engagement	Students	Supporting students and strengthening their practical skills regardless of their social inequalities
Trainings about social equality	Trainings for employees and management	All employees	More women in leadership

support and gender balance			Hiring employees with different social context Involvement of women in multiple projects
Measures against gender-based violence, including sexual harassment	Prevention training about sexual and gender harassment Distribution of relevant manuals and documents	All employees	Increasing awareness of target groups about procedures and reporting complaints

6. Monitoring and evaluation

Systematic monitoring of the process of strengthening the equality of women and men and the support of disadvantaged persons strengthens the responsibility of the organization and ensures that the developed activities really meet the set goals. Ongoing monitoring of progress forms the basis for successful integration of the rules and will be monitored by company management. Monitoring and control provide data on how much progress has been made in the process and where efforts need to be strengthened or new strategies established/adjusted.

The gender equality will be continuously monitored in the Horizon Europe program, in the European structural and investment funds and in other programs providing financial support for the eventual involvement of SmartPlan.


Key activities will be regularly updated and supplemented. Their implementation will be monitored and progress will be presented to the company management.

Date: 01/01/2025

Name and function:

Ing. Tomáš Janča, MBA

Executive Head of SmartPlan s.r.o.



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Name and function:

Ing. Jana Jančová

Responsible person for ensuring gender equality



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