

The Gender Equality Plan of UAB Brachydose (2025-2027)

The aim of the Gender Equality Plan (GEP) is to ensure equal opportunities, safe, and respectful working environment for all UAB Brachydose employees. We focus on the principles of the gender equality and non-discrimination regarding sex, religion, personal life in our work environment. Although the balance of men and women in our company is fair, globally the situation is not satisfactory, which highlights the importance for the GEP implementation.

The analysis of gender distribution in UAB Brachydose shown that the genders are represented almost equally: there are 60% female and 40% male among employees. Furthermore, in leadership roles we have 50%/50% balance as chief executive officer is female and chief technology officer – male.

The Law on Equal Opportunities for Women and Men¹ seeks to develop and implement certain measures regarding gender equality in Lithuania, which applies to all types of organizations and employers. Article 5 under chapter II describes the objectives the employer must commit in order to ensure the non-discriminatory work environment for the employees. UAB Brachydose is obliged to follow these requirements in our daily activities.

Republic of Lithuania Labour Code² defines the employee's rights related to the working hours and working conditions for every person.

The responsibility to promote and implement the GEP in UAB Brachydose is mainly for chief executive officer, however, in case of organizational growth, Human Resources or other dedicated employees will also be involved in the GEP monitoring process.

The measures mentioned in this plan will help to achieve better equality between men and women, to update recruitment process, avoid discrimination at work, and suggest a greater work and life balance for all employees. Specific activities for achieving the set objectives will be incorporated in the annual action plan and monitored by UAB Brachydose CEO.

Objectives	Measures	Responsibilities	Timeline
1. To implement the Gender Equality Plan; to ensure its monitoring and sustainability	<ul style="list-style-type: none">• Publishing GEP on Brachydose website;• Organizing training regarding gender equality topics for all employees;• Collecting feedback from employees how they feel at work every year;• Include a statement about Brachydose commitment to the gender equality into recruitment communications and marketing materials.	CEO	In force since 2025; Annually,

¹ <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/488fe061a7c611e59010bea026bdb259>

² <https://e-seimas.lrs.lt/rs/legalact/TAD/TAIS.391384/>

2. To ensure that there will be no discrimination on the grounds of sex, parenting, family or personal life in work environment	<ul style="list-style-type: none"> • Develop strategies to increase awareness and prevention of discrimination, sexual harassment and bullying at work; • Create the performance assessment model for employees and ensure that it excludes any gender-based discrimination. 	CEO	Will be done by the end of 2025
3. To implement fair and equal recruitment process for men and women candidates	<ul style="list-style-type: none"> • Additional training for managers regarding fair and non-gender-biased selection of candidates; • Checking our job advertisements in order to ensure that they do not contain any restrictions or preferences based on gender • Select a candidate of underrepresented gender if the candidates have equal experience • Produce a gender analysis report of new employees. 	CEO	In force since 2025
4. To preserve the balance between women and men in the company	<ul style="list-style-type: none"> • Monitor the gender distribution inside a company • Produce statistical analysis of gender distribution among different positions in a company 	CEO	In force
5. To promote balance between work and personal life	<ul style="list-style-type: none"> • Creating and implementing flexible working practices for all employees; • Additional training for managers regarding management of the flexible working employees 	CEO	In force
6. To keep the balance of women and men in leadership and decision making	<ul style="list-style-type: none"> • Ensure equal opportunities to reach leadership and decision making roles for men and women • Give training required for men and women to reach leadership roles • Preserve transparency in the process of employment and candidate selection by observing 	CEO	In force
7. Provide equal pay for the same work or for work of equal value	<ul style="list-style-type: none"> • Review current contracts to make sure that the equal pay principle is applied for all positions 	CEO	In force

<p>8. To provide a safe, inclusive, and respectful environment by actively preventing and responding to all forms of gender-based violence (GBV) and harassment.</p>	<ul style="list-style-type: none"> • Develop or update an institutional anti-harassment policy clearly defining unacceptable behavior and outlining reporting procedures. • Ensure reports can be made anonymously and provide protection against retaliation. • Implement mandatory awareness training for all company employees on gender-based violence, consent, bystander intervention, and respectful workplace culture. • Ensure timely investigation and follow-up of all complaints, with clear consequences for perpetrators. 	<p>CEO</p>	<p>Will be done by the end of 2025</p>
--	---	------------	--

UAB Brachydose CEO

Neringa Šeperienė

