



GENDER EQUALITY PLAN 2022-2024

Approved by Board of Directors - 05.08.2022

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Ing. Josef Kašpar, FEng.
Board Chairman

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JUDr. Petr Matoušek
Board Member

1. GENDER EQUALITY PLAN (GEP) 2022-2024

Equality and equal opportunities between women and men are one of the objectives of the European Union and a priority of the European Research Area. VZLU – the Czech Aerospace Research Centre’s (hereinafter referred to as VZLU) management fully supports the anti-discrimination principles. They are in line with the Company's Policy and Code of Ethics.

VZLU values its employees, their expertise, professionalism, and abilities. Their qualities enable VZLU to achieve its goals, mission, and efficient operation.

VZLU consistently promotes anti-discrimination principles that, in the long-term, lead to the company’s development and to increased competitiveness, regardless of origin, religion, gender, age, or sexual orientation.

VZLU is committed to the following:

- diversity in the different organizational units;
- respect for equal employment opportunities;
- compliance with the prohibition of discrimination;
- equal distribution of power, influence, rights, responsibilities, and opportunities between men and women in research and development, innovation, and management;
- maximise the use of the diversity, expertise, experience, and moral qualities of women and men to develop company processes, research, development, and innovation.

VZLU will also focus on raising awareness of gender issues and improving the care of employees to remove potential obstacles to equal opportunities for female and male job applicants, researchers, and other employees.

VZLU sees GEP as a support for the development of HR policies in the areas of employee care, education, research, development, and innovation.

2. AREAS OF THE GEP

Culture of the Company

Promotion of reconciliation of employees’ work and family life, gender-balanced promotion and marketing, use of gender-sensitive language in internal and external communication of VZLU, development of internal regulations. Raising awareness of gender equality among employees.

Leadership and Decision Making

Promotion of improved opportunities for gender balance in leadership and decision-making.

Recruitment and Career Progression

Implementation of recruitment without gender bias, i.e., based on qualities and competencies, open and transparent recruitment of new female and male employees. In the context of career development, every effort will be made to develop and maintain gender diversity in the educational structure of the staff.

Integration of the gender dimensions into the content of research, development, and innovation

Support of the promotion of gender equality in research, development, and innovation. Promotion of gender-diverse teams, examples of good practice, encouraging women's participation in R&D&I.

Action against gender-based violence, including sexual harassment

Development of preventive measures against the occurrence of violence and sexual harassment, and any other forms of gender.
