GND Partners

GENDER EQUALITY PLAN 2026-2030

Approved by:	GND Partners Management
Approved on:	March 2026
References to external policies:	The EU Gender Equality Strategy 2026-2030 United Nations' Sustainable Development Goal (SDG) 5 The Labour Code of the Republic of Lithuania The Law on Equal Treatment of the Republic of Lithuania The Law on Equal Opportunities for Women and Men of the Republic of Lithuania Council Resolution 2001/C 199/01 on science and society and on women in science
References to internal policies:	Equal Opportunity Policy Business Code of Conduct and Ethics

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1. The Firm

GND Partners (hereinafter referred to as the Company) is an autonomous firm registered in the Republic of Lithuania. The Company's records are kept at the State Enterprise Centre of Registers.[1] GND Advisory, GND Technology, and each of their majority-owned subsidiaries and affiliated entities (collectively and separately referred to as GND) conduct their operations in compliance with EU, Lithuanian, and International Law, Regulations, and their internal Code of Conduct.

2. Introduction

GND aims at creating and maintaining an open, safe, welcoming, community-centred environment that nurtures employees' diversity and ensures equal opportunities for everyone. Equal opportunities — implementation of human rights enshrined in international human and civil rights documents and laws of the Republic of Lithuania, equal treatment of employees regardless of their gender, sex, race, nationality, language, origin, social status, religion, faith, belief or opinion, age, sexual orientation, disability, ethnicity, membership of a political party or association, or intention to have a child (children). Gender Equality Plan (hereinafter referred to as Plan) refers to gender equality, which is understood as equal rights, responsibilities and opportunities of all genders, guided by the values of openness, integrity, excellence and sustainability, and aims for GND to be an attractive place to work and to provide excellent working conditions for all employees.

The Plan sets specific objectives and measures for implementing gender equality, along with procedures for monitoring and evaluation. The Plan includes objectives and measures in the following areas:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- measures against gender-based violence, including sexual harassment.

GND's Gender Equality Plan aims to demonstrate and consolidate GND's long-term commitment to gender equality and to ensure that the principles articulated in the Plan are maintained and further developed. This Plan is intended for the period 2022-2025 and will be updated as necessary based on the results of monitoring and assessment of its implementation.

3. Gender Equality Plan 2026 - 2030

No.	Objectives	Department / Person Responsible	Term	Desired outcomes
1.	**Gender Balance in Leadership and Decision Making**			
1.1.	Demonstrate commitment to equal opportunities, diversity and inclusion.	Management	2026	The goals of equal opportunity, diversity, and inclusion are integrated into managers' KPIs.
1.2.	Monitor trends in equal opportunities, diversity, and inclusion regularly.	Management	Constantly	Relevant proposals are included in the organisation's equality plan.
1.3.	Demonstrate leadership in the field of equal opportunities.	Management	2027	The topics of equal opportunities, integration and diversity management are included in the leadership development program.
2.	**Creating an Inclusive Culture**			

[1] State Enterprise Centre of Registers. https://www.registrucentras.lt/jar/index_en.php

2.1.	Implement measures to ensure a safe work environment and prevent discrimination and harassment.	Management, employees	2026–constantly 2027 2027	All existing and new employees are introduced to the organisation's Equal Opportunity Policy. An anonymous channel for reporting discrimination and harassment has been set up. All employees have completed training on recognising discrimination and harassment.
2.2.	Implement measures for gender-based discrimination, mobbing and sexual harassment prevention.	Management, employees	2028	Clearly defined procedures for dealing with cases of gender-based discrimination, mobbing and sexual harassment.
3.	**Flexible working conditions**			
3.1.	Promote flexible working conditions and solutions to reconcile work and private life.	Management, employees	2026	Options to increase work flexibility across positions have been reviewed.
3.2.	To support employees who have taken parental leave or have not worked for a long time.	Management, employees	2028 2028	A networking program has been introduced for employees on parental leave, and there is constant contact with them. A review of the remuneration of staff returning from parental leave has been ensured.
4.	**Recruitment**			
4.1.	To improve staff selection procedures and communication to attract a wider range of candidates.	Management	2026 2026-constantly	Recruitment measures and procedures align with the principles of equal opportunity and inclusion. The range of potential candidates has been expanded, reaching underrepresented groups earlier and ensuring they have opportunities to apply.
4.2.	To attract employees from more diverse groups of society through specialised programs.	Management, employees	2026-2027 2028-2028	Internship programs have been established to reach underrepresented groups in society. Adapted working conditions for employees with disabilities to simplify their employment.
5.	**Equal opportunities and equal pay**			
5.1.	Ensure gender balance in leadership positions.	Management	Constantly	Ensured a balanced mix of candidates across all managerial positions.
5.2	Closing the gender pay gap.	Management	2027	Closing the gender pay gap by providing equal pay for equal work or work of equal value, regardless of gender.

6.	Communication			
6.1.	Promote a culture of equal opportunities and diversity through internal communication.	Management, employees	Constantly	Employees and other stakeholders are regularly informed about activities, initiatives and achievements in the field of equal opportunities and diversity.
6.2.	Communicate externally about the commitment to equal opportunities and diversity.	Management, Communications Department	2026 2026 Constantly	The principles of equal opportunity and diversity are integrated into the organisation's communication, marketing, and advertising strategy. All external communications of the organisation have been reviewed to ensure compliance with the principles of equal opportunity and diversity. Partners and the public are informed about GND's initiatives and achievements in the field of equal opportunities and diversity.

4. Monitoring and Evaluation

The progress and implementation of GND's Gender Equality Plan are regularly monitored and evaluated at least once a year.

5. Approval

I have read, accepted, and fully understand the responsibilities set out in this Gender Equality Plan.
I approve this Plan.

Donatas DITKUS
GND Partners Representative