

# GND Advisory

## GENDER EQUALITY PLAN 2022-2025



Approved by:	GND Advisory Management
Approved on:	March 2022
References to external policies:	The EU Gender Equality Strategy 2020-2025 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
References to internal policies:	Equal Opportunity Policy Business Code of Conduct and Ethics

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## 1. The Firm

GND Advisory (hereinafter referred to as the Company) is an autonomous advisory firm registered in the Republic of Lithuania. The records of the Company are kept at the State Enterprise Centre of Registers.<sup>1</sup> GND Advisory and each of its majority-owned subsidiaries and affiliated entities (together with the Company hereinafter referred to as GND) conducts its operations in compliance with the EU and Lithuanian Law, Regulations, and its 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, and 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 2022 - 2025

No.	Objectives	Department / Person Responsible	Term	Desired outcomes
<b>1. Gender Balance in Leadership and Decision Making</b>				
1.1.	Demonstrate commitment to equal opportunities, diversity and inclusion.	Management	2022	The goals of equal opportunities, diversity and inclusion are integrated into the KPIs of managers.
1.2.	Monitor trends in equal opportunities, diversity and inclusion on a regular basis.	Management	Constantly	Relevant proposals are included in the organisation's equality plan.
1.3.	Demonstrate leadership in the field of equal opportunities.	Management	2023	The topics of equal opportunities integration and diversity management are included in the leadership development program.
<b>2. Creating an Inclusive Culture</b>				

<sup>1</sup> State Enterprise Centre of Registers. [https://www.registrucentras.lt/jar/index\\_en.php](https://www.registrucentras.lt/jar/index_en.php)

2.1.	Implement measures to create a safe working environment and to prevent discrimination and harassment.	Management, employees	2022– constantly  2025  2025	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 recognizing discrimination and harassment.
2.2.	Implement measures for gender-based discrimination, mobbing and sexual harassment prevention.	Management, employees	2024	Clearly defined procedures for dealing with cases of gender-based discrimination, mobbing and sexual harassment.
<b>3. Flexible working conditions</b>				
3.1.	Promote flexible working conditions and solutions to reconcile work and private life.	Management, employees	2022	Possibilities to increase the flexibility of work in different positions have been reviewed.
3.2.	To support employees who have taken parental leave or have not worked for a long time.	Management, employees	2024  2024	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.
<b>4. Recruitment</b>				
4.1.	To improve staff selection procedures and communication to attract a wider range of candidates.	Management	2022  2022- constantly	Recruitment measures and procedures are in line with the principles of equal opportunities and inclusion.  The range of potential candidates has been expanded, reaching less represented groups of the society in advance and ensuring their opportunities to apply.
4.2.	To attract employees from more diverse groups of society through specialized programs.	Management, employees	2022-2023  2022-2024	Internships and internship programs have been set up to reach under-represented groups in society.  Adapted working conditions for employees with disabilities to simplify their employment.
<b>5. Equal opportunities and equal pay</b>				
5.1.	Ensure gender balance in leadership positions.	Management	Constantly	Ensured balance of candidates for all managerial positions.
5.2.	Closing the gender pay gap.	Management	2023	Closing the gender pay gap by providing equal pay for equal work or

				work of equal value regardless of gender.
<b>6. Communication</b>				
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	2022	The principles of equal opportunities and diversity are integrated into the organization's communication, marketing and advertising strategy.
			2022	All external communication of the organization has been reviewed and ensured that it complies with the principles of equal opportunities and diversity.
			Constantly	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 the implementation of Gender Equality Plan of GND is regularly monitored and evaluated at least once a year.

#### 5. Approval

**I have read, accept and fully understand the responsibilities detailed under this Gender Equality Plan.**

**I approve this Plan.**

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**Donatas DITKUS**  
**GND Advisory Representative**