

GENDER EQUALITY PLAN (GEP)



Company Name:	EUPK AB PIC 935499138
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Public Access URL:	www.euprojektkonsult.se
Version & Status:	Active & Formally Approved

1. Management Commitment & Endorsement

Our SME is fully dedicated to fostering a diverse, balanced, and inclusive working environment. We firmly believe that equality drives innovation and technical excellence. This Gender Equality Plan (GEP) is our official strategy document. It details our ongoing commitments, operational procedures, and specific target goals to advance gender balance across all corporate tiers.

2. Mandatory Horizon Europe Process Requirements

To remain fully compliant with the European Commission criteria, our organization (SME with 3 -5 employees) commits to the following fundamental structural processes:

- **Public Document:** This GEP is formally approved by the CEO and published transparently on our company's public website, and communicated clearly to all staff members.
- **Dedicated Resources:** We explicitly allocate working hours and business operational budget for gender equality monitoring.
- **Training & Awareness:** EUPK conduct regular internal workshops focused on fair recruitment practices, and maintaining an inclusive corporate culture.
- **Innovation and research:** Gender Assessment is assessed in all relevant projects.

3. Core Thematic Actions & Measurable Targets

EUPK AB targets real, sustainable change through structured action items:

Thematic Pillar Area	Specific Core Action	Measurable Target / KPI	Timeline
Career development	Ensure equal access to training, mentoring and promotion opportunities.	100% of requests evaluated fairly.	Continuous
Leadership & Recruitment	Use transparent job descriptions and objective selective criteria.	50% female representation across teams and leads.	Continuous
Gender Dimension in Research	Include sex/gender analysis checks inside research and innovation projects.	100% of active research proposals include gender dimension check.	Per project call
Organizational culture	Promote respectful communication and an inclusive workplace.	Zero incidents unchecked.	Continuous

4. Formal Authorization & Sign-off

By signing below, the CEO, Ellinor Wallin, formally adopts and activates this plan.

Authorized Representative Name:

ELLINOR WALLIN

Corporate Title / Role:

CEO

Signature & Date Stamp:

 24/10 2025