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## UNIFIVE ENERGY LTD

Zagreb, 2026

# GENDER EQUALITY PLAN (2026–2027)

## 1. CONTEXTUAL FRAMEWORK AND MOTIVATION

Gender equality is one of the fundamental values of the European Union. It is a key element that benefits research, development, and innovation (R&D&I) by improving the quality of research and ensuring that everyone can reach their full potential.

UNIFIVE ENERGY LTD fully supports the activities of the European Commission regarding the promotion of gender equality in research and innovation. This Gender Equality Plan (GEP) represents a concrete effort to improve organizational culture, ensure work-life balance, and achieve gender balance in management and decision-making.

In accordance with the "Horizon Europe" program criteria, this Plan is:

- **A public and formal document** published on the company's website and signed by top management.
- **Supported by dedicated resources** and expertise for its implementation.

**Based on data collection** and annual monitoring of sex/gender indicators.

- **Committed to training** and continuous awareness-raising for all employees.

## 2. STRATEGIC DETERMINANTS

This Plan is harmonized with strategic frameworks at global, EU, and national levels:

- Global level: UN Sustainable Development Goals (SDG), specifically SDG 5 (Achieve gender equality and empower all women and girls), SDG 7 (Ensure access to affordable, reliable, sustainable and modern energy for all), and SDG 8 (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all).



- **EU level:** Gender Equality Strategy 2020-2025 and Horizon Europe requirements.
- **National level:** The Act on Gender Equality (OG 82/08, 69/17) in Croatia.

### 3. STRATEGIC FOCUS AREAS

Following the guidelines of the European Commission, UNIFIVE ENERGY LTD focuses on four key areas:

1. **Work-life balance and organizational culture:** Implementing policies for flexibility and inclusiveness.
2. **Gender balance in leadership and decision-making:** Increasing the representation of women in management positions.
3. **Gender equality in recruitment and career progression:** Reviewing selection procedures to remove biases.
4. **Integration of the gender dimension into research content:** Ensuring gender analysis is included in all technical and research activities.

### 4. IMPLEMENTATION MATRIX (2024–2027)

Strategic Goal	Activities / Measures	Indicators	Responsibility	Deadline
<b>Work-life balance</b>	Internal research on work-life balance and data collection.	Annual report on implementation.	UNIFIVE ENERGY LTD	2027
<b>Leadership</b>	Internal training for	Number of conducted	UNIFIVE ENERGY LTD	2027



	employees on gender balance in management.	training sessions.		
<b>Recruitment</b>	Development of guidelines for gender equality in employment.	Developed and published guidelines.	UNIFIVE ENERGY LTD	2027
<b>Research</b>	Integration of gender analysis in energy project development.	Number of projects with gender dimension.	UNIFIVE ENERGY LTD	2027

## 5. MONITORING AND EVALUATION

UNIFIVE ENERGY LTD will establish a system for monitoring the implementation of this Plan. Systematic monitoring will include the preparation of annual reports on the implementation of the GEP to ensure transparency and continuous improvement.

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UNIFIVE ENERGY LTD**