

# GENDER EQUALITY PLAN (GEP)

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**1. Introduction:** Commitment to gender equality, diversity and inclusion aligned with Horizon Europe requirements.

**2. Scope:** Applies to staff, management, recruitment, decision-making and all project activities.

**3. Mandatory Requirements:**

- Public document available upon request
- Dedicated resources (Project Manager / Management)
- Annual data collection (gender-disaggregated)
- Training and awareness for staff

**4. Objectives (2024–2027):**

- 40–60% gender balance in teams
- ≥40% women participation in activities
- ≥40% women in leadership roles
- 100% staff training annually
- 0 discrimination/harassment cases

Area	Indicator	Target
Team	% gender balance	40–60%
Participation	% women	≥40%
Leadership	% women leaders	≥40%
Training	% trained	100%
Safety	Cases reported	0

**5. Implementation:** Gender-balanced recruitment, inclusive communication, equal access, gender-sensitive project design.

**6. Risk & Mitigation:** Bias → training; low participation → targeted outreach; imbalance → monitoring.

**7. Monitoring:** Annual KPI review and continuous improvement.

**8. Responsibility:** Management and Project Manager.

**9. Conclusion:** Commitment to continuous improvement and EU standards.

Date: 15 April 2026

Ilija Malinkovski,  
Director