

WNT Gender Equality Plan (GEP) 2026–2028

Document owner: Top Management, WNT

Applies to: All employees, contractors working under WNT management, interns, and students hosted by WNT (where applicable)

Publication: This GEP is a public document published on WNT's website.

Effective date: 1 March 2025

Review cycle: Annual monitoring; full review and update every 2 years or sooner if needed.

1. Management commitment

WNT is committed to ensuring equal opportunities and a safe, inclusive working environment free from discrimination, harassment, and retaliation. We integrate gender equality into our governance, HR processes, workplace culture, and (where relevant) our R&D and training/knowledge-sharing activities. Top management takes responsibility for implementation, provides resources, and ensures that progress is measured, reported, and continuously improved.

Signed on behalf of WNT top management

Name / Title: Ing. et Ing. Vladimír Došy, MSc.

Signature: 

Date: 03/01/2026

2. Dedicated resources and governance

2.1 Roles and responsibilities

WNT establishes the following governance structure:

- **GEP Sponsor (Top Management):** ultimate accountability; approves targets, resources, and annual report.
- **GEP Lead (HR/Operations or appointed manager):** coordinates implementation; collects data; prepares annual report.
- **Gender Equality Officer (GEO) / Gender Expertise:** an internal trained person or external expert contracted at least annually to support policy design, training, and assessment.
- **GEP Working Group:** cross-functional team (management + staff representatives) meeting at least quarterly to review actions and propose improvements.

2.2 Time and budget allocation (minimum commitment)

WNT commits to allocate:

- **Human resources:** at least 0.1 FTE equivalent for GEP coordination (combined across roles) plus time for working group participation.
- **Budget:** annual budget line covering training, expert support, and communication materials (minimum EUR 1,500/year; scaled with headcount and needs).

3. Data collection, monitoring and annual reporting

WNT will collect and monitor **sex-/gender-disaggregated data** (in line with applicable data-protection rules) for staff and, where relevant, students/interns hosted by WNT.

3.1 Indicators (minimum set)

WNT will monitor at least the following indicators annually:

1. **Headcount** by gender and contract type (permanent/temporary, full-time/part-time).
2. **Recruitment pipeline** by gender (applicants, shortlisted, hired).
3. **Pay:** gender pay gap (base salary and total compensation where applicable).
4. **Career progression:** promotions and role changes by gender.
5. **Leadership/decision-making:** share of women/men in management, project leadership, boards/committees.
6. **Training participation:** by gender and role (incl. decision-makers).
7. **Work-life balance usage:** flexible work arrangements, parental leave uptake by gender (aggregated).
8. **Workplace safety & dignity:** number of reported harassment/discrimination incidents (aggregated), resolution time, outcomes (confidentially handled).

3.2 Reporting

- An **Annual GEP Report** will be prepared by the GEP Lead and approved by the GEP Sponsor.
- The report will include progress against targets, actions delivered, indicator trends, and next-year priorities.
- A public summary (non-sensitive, aggregated) will be published on the website.

4. Training: awareness and unconscious bias

WNT provides regular training to build awareness and reduce unconscious bias in daily work and decision-making.

4.1 Training programme (minimum)

- **All staff:** introductory training on gender equality, respectful workplace behaviour, and unconscious bias (online or in-person).
- **Decision-makers (management, hiring managers, team leads):** advanced training focused on unbiased recruitment, performance evaluation, leadership behaviours, and inclusive team management.
- **Frequency:** minimum once every 24 months for all staff; **annually** for decision-makers.

4.2 Training targets

- $\geq 90\%$ of staff complete basic training within 12 months of publication.
- $\geq 100\%$ of decision-makers complete advanced training annually.

5. Concrete measures and targets by required area

Area A: Work-life balance and organisational culture

Objective A1: Support work-life balance without career penalties.

Measures:

- Provide **flexible working arrangements** (flexible hours, hybrid work where feasible, part-time options).
- Ensure meeting culture supports inclusivity (core hours, avoid recurring late meetings).
- Transparent parental leave and return-to-work support.

Targets (by end of 2028):

- $\geq 80\%$ of roles assessed for hybrid/flexible feasibility; documented rationale where not feasible.
- $\geq 75\%$ staff satisfaction score on inclusion/work-life balance (annual survey).
- Return-to-work check-in conducted for **100%** employees after parental leave > 3 months.

Objective A2: Zero tolerance for harassment and discrimination.

Measures:

- Maintain a **Code of Conduct** and clear reporting channels (confidential, non-retaliation).
- Appoint trained contact persons and define investigation procedures and timelines.

Targets:

- Reporting channels communicated to **100%** staff annually.
- Initial response within **5 working days** and resolution plan within **30 working days** (where feasible and lawful).

Area B: Gender balance in leadership and decision-making

Objective B1: Improve gender balance in leadership and key decision roles.

Measures:

- Ensure diverse shortlists for leadership positions where possible.
- Implement mentorship/sponsorship opportunities for underrepresented genders in technical and leadership paths.
- Review role descriptions to avoid gender-coded language.

Targets (by end of 2028):

- Achieve at least **30%** representation of the underrepresented gender in management/team-lead roles or show year-on-year improvement with documented actions if the company size makes this statistically difficult.
- At least **40%** of internal leadership development opportunities offered to the underrepresented gender (where participation is feasible and voluntary).

Area C: Gender equality in recruitment and career progression

Objective C1: Fair and unbiased recruitment.

Measures:

- Standardised job ads with inclusive language; salary ranges published where possible.
- Structured interviews with scoring criteria and at least two interviewers for key roles.
- Track applicant-to-hire ratios by gender.