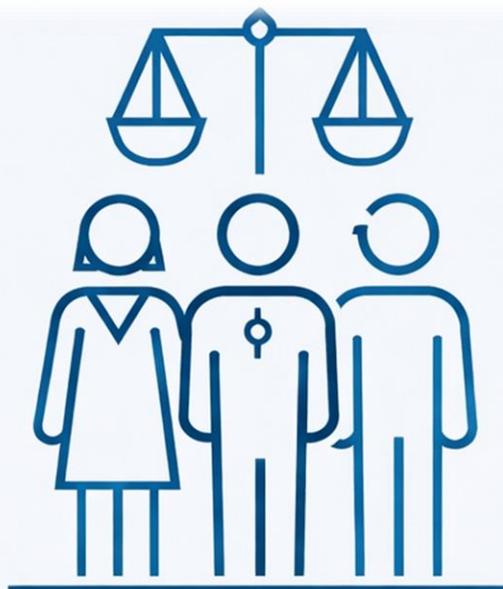


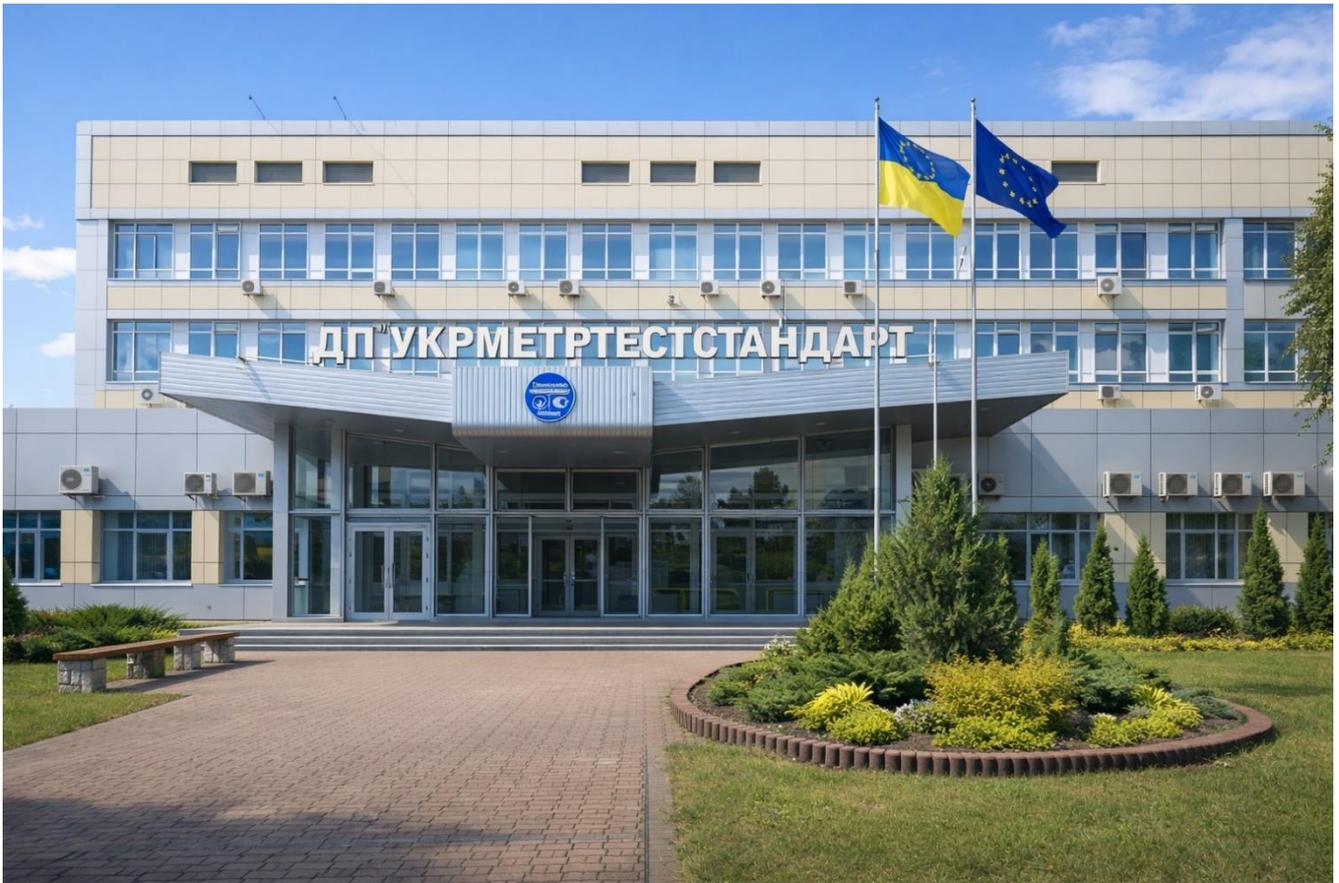
Gender Equality Plan

2026–2029 v1.1



STATE ENTERPRISE
“UKRMETRTTESTSTANDART”

Kyiv, Ukraine



METR **UKR^ES** INTRODUCTION **STANDART**

SE “UKRMETRTESTSTANDART” is an enterprise working within the spheres of standardization, metrology and conformity assessment that consistently improves and enhances efficiency and looks toward to meet the highest international standards. Our Company strives for gender equality and avoiding any discrimination, e.g. based on sex, religion, sexual orientation, nationality, ethnicity. All employees shall be given the same opportunities to develop as professionals and human beings. This Gender Equality Plan spells out the organisation’s plan to achieve this goal, its scope and the strategic objectives we want to achieve over the next three years. It is intended to be a living document that will be updated regularly to accommodate new actions and developments. We consider equality to be ‘part of the day job’ and an essential part of

building a fair and sustainable future for the social economy. Currently, around 50% of our staff, 36% of the managers are women.

This Gender Equality Plan (GEP) analyses the current state of gender equality at SE “UKRMETRTESTSTANDART”, identifies challenges and targets to be achieved in the short-term and long-term perspective, and finally defines monitoring actions and indicators for the GEP.

METR
UKR^ES
STANDART **STRATEGIC ALIGNMENT**

Figure 1: A dynamic and innovative culture that secures success



SE “UKRMETRTESTSTANDART” values the competence of employees, provided that women and men have the same opportunities to achieve the same competences through their study and professional life. SE “UKRMETRTESTSTANDART” commits to a number of targets to strengthen and maintain the positive aspects (e.g. in the field of preventing sexual harassment and establishing work life balance) and contribute to gender equality in society development.

Five key areas can be identified to propose goals and actions for our Company:

Figure 2: Priority focus idea



1. Reconciliation of professional and personal and family life

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

Target	Actions to achieve target
Parenthood	Encourage both men and women to take parental leaves
	Consider the needs of parent - employees when scheduling meetings and Company events
	Enable flexible working time, including remote working
	Consider the needs of persons coming back to work after parental leave
	Keep contact with employees that are on parental leave
Work life balance	Consider the needs of female and male employees when organising Company meetings
	Discourage overtime and when this occurs, enable employees to get back the extra time

2. Recruitment and career development

Equal access to and balanced participation of gender diverse individuals in decision making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

Target	Actions to achieve target
Applying gender - sensitive recruitment procedures	Ensure that all positions are open to any gender
	Shortlist job applicants ensuring gender balance
	Conduct job interviews by applying an inclusive and non-discriminating language (i.e. focus only on the competence of the candidates and not on family status/wishes, sex, sexual orientation, nationality, etc.)
Equal pay for equal work	Keep on paying equal salary for equal work and working time
Promoting gender balance in the Company	Commit to achieve gender balance in the Company within the next 4 years
	Ensure that junior employees are guided in the first employment period by a mentor
	Ensure that opportunity of professional and personal growth is given to junior employees to achieve the higher position
	Discuss competence development among the employees and in annual individual employee/employer meetings

3. Leadership and decision-making

Target	Actions to achieve target
Promoting women in leading positions	Increase number of female employees leading national and international projects
	Promote professional growth of female employees from junior to senior positions
	Support the reconciliation of leading project activities and family life regardless of gender
Incorporating gender perspective in decision - making	Ensure the consideration of rights, interests and needs of female and male employees when taking decisions at company level
	Promote a focus on social impacts on woman when performing sustainability assessment in activity

4. Gender perspective

Target	Actions to achieve target
Eliminating gender biases	Promote the use of an inclusive language in the Company
	Promote the importance of gender equality in Company meetings
	Condemn the use of stereotypes in the Company, e.g. based on gender, nationality, sexual orientation, religion, and any other personal characteristics
	Ensure that the employees have the chance to comment on the Gender Equality Plan
	Appoint two responsible persons for monitoring gender biases, one of them will be from HR department and another representative will be from the Trade Union Committee. The responsible persons from HR Department and the Trade Union Committee will collect employees' complaints related to any discrimination and gender inequality
Ensuring gender balance in Company events	Promote balanced gender representation in the nomination of employees for conferences, seminars and public events
	Ensure that the selection of Company representatives for events is based on transparent and gender-sensitive criteria

5. Combating sexual and gender-based harassment

Preserving and promoting the physical and emotional health, safety and well-being of employees.

Target	Actions to achieve target
A work environment free of any sexual harassment	Encourage employees to report any case of sexual harassment to the leadership, another employee or the appointed person for monitoring gender biases
	Encourage employees to report any case of colleagues incurring sexual harassment
	The leadership takes action in the event of a report on sexual harassment (e.g. investigation of circumstances, lawsuit, termination of contract)
	Condemn any way (verbal, physical) of sexual harassment
	Raise awareness about the topic among female and male employees

The Gender Equality Plan will be updated every four years. Monitoring actions will be implemented to ensure that the foreseen targets are achieved in the short-term and long-term perspective. The Director General of UKRMETRTESTSTANDART and two persons responsible for collecting employee complaints related to any discrimination and gender inequality (see clause 4), have to monitor the actions planned to achieve the targets. In the event that one of the appointed persons leaves the Company, another employee will be selected to take over the responsibility.

The targets and actions set in this document are available to all UKRMETRTESTSTANDART’s employees for commenting and making suggestions. New targets and actions can be discussed in Company meetings and contribute to an update the GEP.

A number of indicators can be set for each target to monitor the implementation and success of the related actions half – way (in two years) and at the end of the four years (before updating the GEP). The selected monitoring indicators are displayed below

List of monitoring indicators for GEP

Target	Time period 2026 - 2029	Indicator
Applying gender – sensitive recruitment procedures	Gender ratio of shortlisted applicants for job positions	Grpp
Equal pay for equal work	Establishment of employee ranks (senior, intermediate, junior positions)	Er
Promoting gender balance in the Company	Gender ratio in the Company	Gr

Promoting equal competence development in the Company	Share of employees moving from junior to higher positions	Mov
Promoting women in leading positions	Share of women leading national and international projects in the Company	Wlead
	Share of women in senior positions	Wsenior
	Share of parent-employees leading projects	Eparent.lead
Incorporating gender perspective in decision-making	Number of projects where gender perspective is included in the sustainability assessment	Ngep
Eliminating gender biases	Number of complaints related to any discrimination and gender inequality	Ncompl
	Presence of appointed employees to monitor gender biases	Gbias
	Inclusion of employees' comments and suggestion on GEP	Ncomm
Ensuring gender balance in Company evens	Gender ratio in event joined by UKRMETRTESTSTANDART (e.g. conferences, meetings)	Grconf
Parenthood	Share of parent-employees allowed with remote working	Nrem.work parent
	Share of parent-employees allowed with flexible working time	Nflex. parent

	Gender ratio of parent-employees taking parental leave	Rpar.leave
Work life balance	Share of employees allowed with the remote work	Nrem.work
	Share of employees allowed with flexible working time	Nflex.work
A work environment free of any sexual harassment	Number of cases of sexual harassment	Nsh

This Equality Plan acknowledges that “gender equality is about nondiscrimination and the protection of fundamental human rights”. With that in mind, we also recognize that gender is non-binary and that various gender identities apart from men and women exist, and our Company stands in support of equal rights and fair treatment of all our staff.

GLOSSARY

Gender – refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for women, men, and individuals of other gender identities.

Gender equality – means equal rights, responsibilities, and opportunities for all people, regardless of their gender. It implies that the interests, needs, and priorities of all genders are taken into consideration.

Gender bias – refers to preferential or prejudicial treatment of individuals based on their gender, often unconsciously or systematically.

Gender stereotype – a generalized view or preconception about attributes, characteristics, or roles that are or ought to be possessed by women, men, or non-binary individuals.

Inclusive language – communication that avoids words, expressions, or assumptions that unnecessarily exclude people from feeling addressed or respected.

Sexual harassment – any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature that violates a person's dignity, particularly when creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Discrimination – unequal treatment of an individual based on specific characteristics such as sex, gender, age, ethnicity, religion, disability, or sexual orientation.

Work-life balance – a state of equilibrium between an individual's professional duties and personal/family responsibilities.

Parental leave – leave from employment granted to a parent to care for a child, available to both mothers and fathers.

Gender-sensitive recruitment – hiring practices designed to ensure equal opportunities for all genders at every stage of the recruitment process.

Non-binary – an umbrella term for gender identities that fall outside the traditional male/female binary classification.

LEGAL AND POLICY FRAMEWORK

This Gender Equality Plan is developed in alignment with the following national and international legal instruments and policy frameworks:

International Documents:

1. **Universal Declaration of Human Rights (1948)** – proclaims the right to equality and non-discrimination (Articles 2, 7, 23).
2. **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)** – ratified by Ukraine in 1981 – establishes the principle of gender equality and obligates states to eliminate discrimination against women.
3. **Beijing Declaration and Platform for Action (1995)** – a global commitment to gender equality and women's empowerment.
4. **European Convention on Human Rights (1950)** – prohibits discrimination on any ground, including sex (Article 14).
5. **Revised European Social Charter** – guarantees the right to equality of opportunity and treatment in employment.
6. **EU Directive 2006/54/EC** – on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.
7. **EU Directive 2019/1158** – on work-life balance for parents and carers.
8. **UN Sustainable Development Goals (SDGs)** – particularly Goal 5: Achieve gender equality and empower all women and girls.

National Legislation of Ukraine:

1. **Constitution of Ukraine (1996)** – Article 24 guarantees equal rights of women and men.
2. **Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men" (2005, as amended)** – defines the legal framework for gender equality in public and private life.
3. **Labour Code of Ukraine** – contains provisions on non-discrimination in employment, equal pay, and protection of parental rights (Articles 2-1, 21, 174, 179-186).
4. **Law of Ukraine "On Principles of Prevention and Combating Discrimination in Ukraine" (2012)** – establishes mechanisms for preventing and combating discrimination.
5. **Law of Ukraine "On Advertising"** – prohibits gender-discriminatory content in advertising (Article 7).
6. **Law of Ukraine "On Preventing and Combating Domestic Violence" (2017)** – addresses gender-based violence.

7. **State Social Programme for Ensuring Equal Rights and Opportunities of Women and Men for the period until 2025** – the national policy framework for gender equality.
8. **Order of the Ministry of Social Policy of Ukraine No. 86 (2020)** – on approval of the Recommendations for including gender issues in collective agreements.

The infographic displays the following information:

- Organization name:** SE "UKRMETRTESTSTANDART" • www.ukrcsm.kiev.ua
- Director General:** Yurii POTOKIN
- Number of employees:** 608
- Authorized by:** Ph.D. Yurii KUZMENKO, Deputy Director General for metrology, CIML Member for Ukraine