STRATUM OÜ

Gender Equality Plan (GEP)

2026–2029

Promoting Equal Opportunities, Research Excellence and Responsible Governance

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Document Status: Public

Version: 2.0

Approved by: CEO

Approval Date: 05. August 2026

Review Date: 05. August 2026

Review Frequency: Annual

Document Control

Version	Date	Description	Approved by
2.0		Initial adoption of the Gender Equality Plan	Managing Director

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Executive Summary

Stratum OÜ is committed to maintaining an inclusive, respectful and equitable working environment where equal opportunities, professional merit and diversity support organizational performance, research excellence and responsible governance.

As an independent research and consultancy company specializing in transport planning, mobility, road safety, transport modelling and spatial planning, Stratum recognizes that diversity of perspectives strengthens innovation, improves the quality of research and consultancy, and contributes to better evidence-based decision-making. Gender equality is therefore regarded not only as an employment principle but also as an integral component of organizational development and, where scientifically relevant, responsible research and innovation.

This Gender Equality Plan establishes the framework through which Stratum OÜ promotes equal opportunities, prevents discrimination, supports work-life balance, ensures transparent recruitment and career development, and integrates gender considerations into research activities where appropriate. The Plan has been developed in accordance with the European Commission's requirements for Gender Equality Plans while remaining proportionate to the size, organizational structure and activities of the company.

Implementation of the Plan is embedded within Stratum's management practices. Responsibilities are clearly assigned, progress is monitored through measurable indicators, and implementation is reviewed annually to ensure continuous improvement. Through this approach, Stratum aims to maintain a workplace that attracts and retains talented professionals while supporting high-quality research and consultancy for its clients and partners.

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1. Management Commitment

At Stratum OÜ, equal opportunities, diversity and inclusion are recognized as fundamental elements of responsible governance, scientific excellence and sustainable organizational development. The company believes that an inclusive working environment strengthens creativity, improves decision-making and contributes to the quality, relevance and societal impact of research and consultancy activities.

As a research-performing SME, Stratum applies the same principles of transparency, evidence-based decision-making and continuous improvement to organizational governance as it does to research and consultancy. Equality considerations are therefore integrated into employment practices, organizational management and, where scientifically relevant, the planning, implementation and dissemination of research and innovation activities.

The company is committed to ensuring that all employment-related decisions, including recruitment, career development, training opportunities and leadership appointments—are based solely on professional competence, qualifications, experience and organizational needs. Discrimination, harassment and unequal treatment are not compatible with Stratum's values and will not be tolerated.

Recognizing the importance of diversity within transport and mobility research, Stratum also considers whether sex and gender may be relevant to research design, data collection, analysis or dissemination whenever appropriate to the scientific objectives of a project. Where a gender dimension is relevant, it is integrated proportionately into the research process. Where it is not relevant, this is assessed and documented in accordance with project requirements and good research practice.

The Managing Director has overall responsibility for approving, supporting and reviewing this Gender Equality Plan. Day-to-day coordination is delegated to a designated Gender Equality Coordinator, who oversees implementation, monitoring and annual reporting. Managers are responsible for applying the principles of this Plan within their respective areas of responsibility, while every employee contributes to maintaining a respectful, inclusive and professional working environment.

This Gender Equality Plan represents Stratum OÜ's long-term commitment to equal opportunities and responsible organizational governance. It is published on the company's website, communicated to employees, reviewed annually and updated whenever organizational developments, legislation or lessons learned from implementation make revision appropriate.

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2. Purpose, Scope and Legal Framework

2.1 Purpose

The purpose of this Gender Equality Plan (GEP) is to establish a clear and proportionate framework through which Stratum OÜ promotes equal opportunities, diversity and inclusion across its organizational activities. The Plan supports responsible governance by defining the principles, responsibilities and practical measures through which gender equality is integrated into organizational management, employment practices and, where scientifically relevant, research and consultancy activities.

Rather than constituting a standalone human resources policy, the GEP forms part of Stratum OÜ's broader governance framework. It complements the company's commitment to professional integrity, high-quality research, transparency and continuous improvement, ensuring that equality considerations are embedded within everyday organizational practice.

The objectives of the Plan are to:

- promote equal opportunities throughout the employment lifecycle;
- support an inclusive and respectful organizational culture;
- ensure transparent and merit-based recruitment and career development;
- facilitate work-life balance through flexible and proportionate working arrangements;
- integrate the gender dimension into research and innovation where scientifically relevant;
- prevent discrimination, gender-based violence and sexual harassment;
- monitor implementation through measurable indicators and periodic management review.

These objectives are implemented in a manner proportionate to the size, organizational structure and activities of Stratum OÜ.

2.2 Scope

This Gender Equality Plan applies to all employees of Stratum OÜ irrespective of contractual status or position within the organisation. Its principles also apply, where appropriate, to interns, temporary staff, consultants and external experts engaged by the company.

The Plan covers all stages of employment, including recruitment, induction, professional development, leadership, working conditions and career progression. It also applies to the planning and implementation of research and consultancy activities whenever organizational procedures or project requirements call for consideration of equality principles.

The GEP provides the overarching framework for organizational practice. More detailed procedures relating to recruitment, staff development, research quality, ethical conduct or complaint handling may be addressed through separate internal procedures where appropriate.

2.3 Guiding Principles

The implementation of this Gender Equality Plan is based on the following principles:

Equal opportunities
Employment-related decisions are based solely on professional competence, qualifications, experience and organizational needs.

Professional merit
Recruitment, career progression and leadership appointments are conducted through transparent and objective processes that recognize individual capability and performance.

Respect and inclusion
Every employee has the right to work in an environment characterised by dignity, mutual respect and professional conduct.

Evidence-based management
Implementation of the GEP is supported through measurable indicators, annual monitoring and periodic management review.

Proportionality
Measures are designed to reflect the scale, organizational structure and operational needs of Stratum OÜ as a research-performing small and medium-sized enterprise.

Continuous improvement
The company regularly reviews its organizational practices and incorporates lessons learned to strengthen equality, diversity and inclusion over time.

2.4 Legal and Policy Framework

This Gender Equality Plan has been developed in accordance with relevant European and Estonian legislation and policy guidance. In particular, it reflects the principles set out in:

- the Charter of Fundamental Rights of the European Union;
- 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;
- Directive (EU) 2023/970 on strengthening the application of the principle of equal pay for equal work or work of equal value through pay transparency and enforcement mechanisms;
- the European Commission's Guidance on Gender Equality Plans under Horizon Europe;
- the Estonian Gender Equality Act;
- the Estonian Equal Treatment Act;
- the General Data Protection Regulation (GDPR).

The implementation of this Plan also contributes to the broader objectives of the European Research Area and the United Nations Sustainable Development Goal 5 on Gender Equality.

While these legal and policy instruments provide the external framework, Stratum OÜ regards gender equality primarily as a component of good organizational governance, contributing to research excellence, employee wellbeing and long-term organizational sustainability.

3. About Stratum OÜ

3.1 Organisation Profile

Stratum OÜ is an independent Estonian research and consultancy company specializing in transport planning, mobility, traffic engineering, road safety, transport modelling, spatial planning and environmental assessment. The company combines scientific knowledge with practical experience to support evidence-based decision-making for public authorities, private organisations and international partners.

Stratum operates at the interface between research, policy and professional practice. Its work includes strategic planning, transport modelling, traffic safety analysis, mobility studies, environmental assessment, data analysis and the development of innovative solutions supporting sustainable transport systems. The company also participates in national and international research and innovation projects, contributing scientific expertise to collaborative initiatives funded by the European Union and other organisations.

As a research-performing SME, Stratum recognizes that organizational quality and research quality are closely connected. A professional working environment that values equal opportunities, transparency and diversity supports better collaboration, strengthens innovation and contributes to more robust and reliable research outcomes.

3.2 Organizational Values

The work of Stratum OÜ is guided by a set of core organizational values that underpin both its internal management and its professional activities.

Professionalism
The company is committed to delivering high-quality research and consultancy services based on sound scientific methods, technical competence and continuous professional development.

Integrity
Stratum conducts its activities with honesty, transparency and respect for ethical principles. Decisions are made objectively and are supported by evidence and professional judgement.

Respect
The company values diversity of perspectives and promotes a working environment characterised by mutual respect, equal opportunities and constructive cooperation.

Innovation
Continuous learning, critical thinking and openness to new ideas are regarded as essential components of organizational development and scientific excellence.

Responsibility
Stratum recognizes its responsibility towards employees, clients, project partners and society by promoting sustainable, evidence-based and socially responsible solutions.

These values provide the foundation upon which the Gender Equality Plan is implemented and maintained.

3.3 Equality as Part of Good Governance

For Stratum OÜ, gender equality is not regarded as an isolated human resources initiative but as one element of responsible organizational governance. Together with research integrity, quality management, ethical conduct and continuous improvement, equality contributes to the company's long-term sustainability and organizational resilience.

The company therefore seeks to integrate equality considerations into everyday management practices rather than treating them as separate administrative procedures. This approach reflects the principle that equal opportunities are achieved primarily through transparent organizational processes, objective decision-making and an inclusive workplace culture.

As a relatively small organisation, Stratum places particular emphasis on proportionate implementation. Governance arrangements are designed to be practical, clearly understood and readily integrated into existing management processes. This ensures that the Gender Equality Plan remains an active management tool rather than a stand-alone policy document.

3.4 Equality in Research and Consultancy

The nature of Stratum's work means that organizational diversity and equality can also contribute directly to the quality of research and consultancy. Diverse perspectives within multidisciplinary project teams support critical thinking, improve problem-solving and strengthen the relevance of research findings.

In addition, many transport and mobility topics may involve differences in travel behaviour, accessibility, safety perception or transport needs among different population groups. Where these aspects are scientifically relevant, Stratum considers whether sex and gender should be reflected in project design, data collection, stakeholder engagement, analysis or dissemination of results.

The company does not assume that gender dimensions are relevant in every project. Instead, research teams assess its relevance in accordance with scientific objectives, available evidence and the requirements of funding programmes or clients. Where appropriate, the rationale for including—or not including—a gender dimension is documented as part of project planning.

This proportionate and evidence-based approach is consistent with both good scientific practice and the principles of responsible research and innovation.

3.5 Commitment to Continuous Improvement

Stratum OÜ recognizes that organizational development is an ongoing process. The company therefore regards this Gender Equality Plan as a living management document that supports continuous learning rather than a one-time compliance exercise.

Progress is reviewed annually using measurable indicators and management review. Lessons learned from implementation, changes in legislation, evolving good practice and feedback from employees are used to strengthen organizational practices over time. In this way, the Gender Equality Plan contributes not only to equal opportunities but also to the continuous improvement of Stratum's overall governance framework.

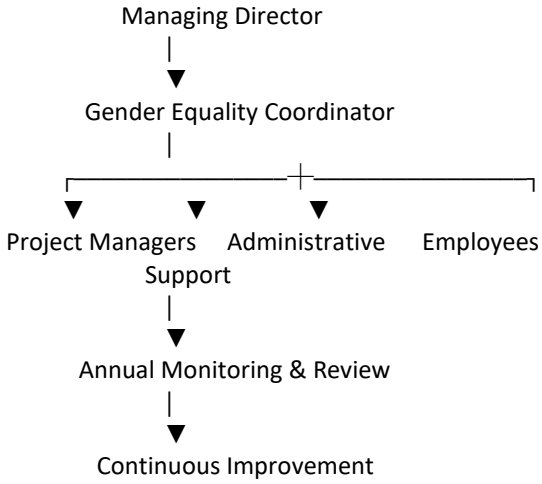
4. Governance, Responsibilities and Resources

4.1 Governance Framework

The implementation of this Gender Equality Plan forms part of Stratum OÜ's overall governance framework. Responsibility for promoting equal opportunities is integrated into existing management processes rather than being treated as a separate administrative function. This approach reflects the company's commitment to proportionate governance, whereby organizational policies are embedded within everyday management and continuously improved through regular monitoring and review.

The implementation of the Plan is based on clear allocation of responsibilities, transparent decision-making and evidence-based monitoring. The governance arrangements described below ensure that equality considerations are incorporated into organizational management while remaining proportionate to the size and structure of the company.

The overall governance framework is illustrated below.



This governance structure ensures that responsibility for implementation is shared across the organisation while maintaining clear management accountability.

4.2 Responsibilities

Managing Director

The Managing Director has overall responsibility for the implementation of the Gender Equality Plan and demonstrates leadership through active support for equal opportunities and inclusive organizational practices.

The Managing Director is responsible for:

- approving the Gender Equality Plan and subsequent revisions;
- ensuring that sufficient organizational resources are available for implementation;
- reviewing annual monitoring reports;
- promoting equality as part of the company's governance and organizational culture;
- approving corrective actions where monitoring identifies opportunities for improvement.

Gender Equality Coordinator

Recognizing the size of the organisation, Stratum OÜ designates a Gender Equality Coordinator, whose responsibilities may be assigned to an existing member of management or administrative staff.

The Coordinator is responsible for:

- coordinating implementation of the Gender Equality Plan;
- collecting and maintaining annual monitoring data;
- preparing the annual implementation report;
- coordinating awareness activities and internal communication;
- providing guidance on equality-related matters where appropriate;
- recommending improvements to management.

The Coordinator acts as a facilitator rather than an additional management layer, ensuring that equality considerations are integrated efficiently into existing organizational processes.

Project Managers

Project Managers play an important role in ensuring that equality principles are reflected in the planning and implementation of research and consultancy projects.

Their responsibilities include:

- applying transparent and inclusive management practices within project teams;
- considering whether a gender dimension is scientifically relevant during project planning;
- encouraging balanced participation in stakeholder engagement where appropriate;
- supporting equal opportunities for professional development within project teams;
- contributing to annual monitoring where project-related information is required.

Employees

Every employee contributes to maintaining an inclusive, respectful and professional working environment.

Employees are expected to:

- treat colleagues, partners and clients with dignity and respect;

- contribute to an organizational culture free from discrimination and harassment;
- participate in awareness activities where appropriate;
- support continuous improvement through constructive feedback.

The successful implementation of this Plan relies upon shared responsibility throughout the organisation.

4.3 Resources

Stratum OÜ is committed to providing resources appropriate to the size and activities of the organisation to support implementation of this Gender Equality Plan.

Rather than creating separate organizational structures, equality measures are integrated into existing management and administrative processes. This ensures that implementation remains practical, proportionate and sustainable.

Resources include:

- designated management responsibility for implementation;
- annual monitoring and reporting activities;
- awareness and professional development activities;
- periodic review of organizational procedures;
- integration of equality considerations into relevant management and research processes.

Where appropriate, external guidance and training materials published by the European Commission or other recognized organizations may be used to support implementation.

4.4 Communication

Effective implementation requires that employees understand both the objectives of the Gender Equality Plan and their own role in supporting it.

Following approval by the Managing Director, the Plan will:

- be published on the official website of Stratum OÜ;
- be made available to all employees through the company's internal document management system;
- be introduced to new employees during induction;
- be communicated through staff meetings where relevant;

- be reviewed annually by management.

The objective of communication is not only to ensure awareness of the document itself but also to promote an organizational culture in which equality, diversity and inclusion form part of everyday professional practice.

4.5 Monitoring and Continuous Improvement

The Gender Equality Plan is implemented using a continuous improvement approach that reflects the company's broader management philosophy.

Implementation follows a simple management cycle:

Stage	Purpose
Plan	Establish objectives and measures
Implement	Integrate measures into organizational practice
Monitor	Collect indicators and review progress
Improve	Update measures based on evidence and experience

Annual monitoring enables Stratum OÜ to evaluate whether organizational practices continue to provide equal opportunities and whether additional measures are required. The annual review also considers changes in legislation, organizational development, employee feedback and lessons learned from research projects.

Where monitoring identifies opportunities for improvement, management will determine appropriate actions and incorporate these into subsequent revisions of the Gender Equality Plan or related organizational procedures.

Through this continuous improvement cycle, the Plan remains an active management instrument supporting organizational development rather than a static policy document.

5. Implementing Gender Equality in Organizational Practice

The principles described in this Gender Equality Plan are implemented through everyday organizational practices that support equal opportunities, professional development and responsible research. Rather than creating separate procedures exclusively for gender equality, Stratum OÜ integrates equality considerations into its existing management processes wherever

appropriate. This approach reflects the company's commitment to proportionate governance and ensures that equality remains part of normal organizational decision-making.

The following sections describe how these principles are applied across the principal areas identified by the European Commission for Gender Equality Plans while reflecting the operational needs and organizational structure of Stratum OÜ.

5.1 Work-life Balance and Inclusive Organizational Culture

Why this matters

Stratum OÜ recognizes that an inclusive organizational culture supports employee wellbeing, strengthens collaboration and contributes to the quality of research and consultancy. A supportive working environment enables employees to balance professional responsibilities with personal and family life, while also encouraging openness, mutual respect and long-term professional development.

As a knowledge-intensive organisation, Stratum considers employee wellbeing to be closely linked with organizational performance. Flexible and inclusive working practices therefore contribute not only to equal opportunities but also to the company's ability to attract, retain and develop highly qualified professionals.

Our approach

The company seeks to provide working arrangements that are both flexible and compatible with operational requirements. Decisions relating to working arrangements are based on fairness, transparency and the needs of both employees and the organisation.

An inclusive organizational culture is promoted through respectful communication, cooperation across disciplines, equal access to organizational information and recognition of diverse perspectives within project teams.

Implementation

Measure	Responsibility
Flexible working arrangements where operationally feasible	Management
Hybrid working where appropriate	Management
Equal access to parental and family-related leave	Management
Transparent internal communication	All managers
Respectful and inclusive workplace culture	All employees

Monitoring

Indicator	Frequency
Staff turnover	Annual
Flexible working arrangements	Annual
Employee feedback	Annual management review

5.2 Leadership and Decision-making

Why this matters

Transparent and objective decision-making contributes to organizational credibility, employee trust and effective governance. Leadership appointments based on competence and professional merit strengthen organizational performance while ensuring equal opportunities for career development.

For a research-performing SME such as Stratum OÜ, leadership includes not only formal management positions but also project management, scientific coordination and responsibility for client relationships.

Our approach

Leadership responsibilities are assigned through transparent and objective processes that recognize professional competence, experience and organizational needs. The company seeks to ensure that all employees have equal opportunities to develop leadership skills and assume increased responsibilities during their careers.

Where appropriate, project teams and decision-making bodies are formed to benefit from a diversity of professional perspectives.

Implementation

Measure	Responsibility
Transparent appointment procedures	Managing Director
Equal access to leadership opportunities	Management
Merit-based allocation of project leadership	Project Managers
Professional development opportunities	Management

Monitoring

Indicator	Frequency
Gender distribution in leadership roles	Annual
Professional development participation	Annual

5.3 Recruitment, Career Development and Equal Opportunities

Why this matters

Transparent and merit-based recruitment enables Stratum OÜ to attract highly qualified professionals while ensuring equal opportunities throughout employment. Fair recruitment and career development practices contribute to organizational quality, employee motivation and long-term staff retention.

Our approach

Employment decisions are based exclusively on professional competence, qualifications, experience and organizational needs. Recruitment procedures are designed to ensure transparency, objectivity and equal treatment throughout the selection process.

Career development is supported through continuous professional learning, participation in research projects, training opportunities and increasing levels of responsibility according to competence and performance.

Implementation

Measure	Responsibility
Gender-neutral vacancy announcements	Management
Transparent recruitment procedures	Management
Objective selection criteria	Recruitment panel
Equal access to professional development	Management
Annual review of recruitment practices	Gender Equality Coordinator

Monitoring

Indicator	Frequency
Recruitment by gender	Annual
Promotions by gender	Annual
Training participation	Annual

5.4 Integration of the Gender Dimension into Research and Innovation

Why this matters

As a research-performing organization, Stratum OÜ recognizes that consideration of sex and gender can improve the quality, relevance and societal impact of research where these factors are scientifically relevant. The company therefore integrates gender considerations into research proportionately and in accordance with recognized principles of good scientific practice.

Transport, mobility and road safety research frequently involve diverse user groups with different travel behaviour, accessibility needs, safety perceptions and mobility patterns. Considering these differences where appropriate contributes to more comprehensive analysis and more inclusive recommendations.

Our approach

Rather than assuming that a gender dimension is relevant in every project, Stratum adopts an evidence-based approach. During project planning, research teams consider whether sex or gender may influence the research questions, methodology, stakeholder engagement, data collection, analysis or interpretation of results.

Where a gender dimension is relevant, it is integrated into the research process in a manner proportionate to the objectives and scope of the project. Where it is not relevant, the rationale is documented where required by clients or funding programmes.

This approach is consistent with Horizon Europe guidance and the principles of Responsible Research and Innovation.

Integration throughout the research lifecycle

Project stage	Consideration
Proposal development	Is a gender dimension scientifically relevant?
Research design	Should methodology reflect differences between user groups?
Data collection	Should sex-disaggregated data be collected?
Analysis	Are observed differences relevant to project objectives?
Interpretation	Do conclusions reflect diverse user needs where appropriate?
Dissemination	Are communication and stakeholder engagement inclusive?

Examples relevant to Stratum's activities may include:

- travel behaviour analysis;
- transport accessibility;

- road safety research;
- active mobility;
- public transport planning;
- mobility of vulnerable road users;
- transport modelling;
- stakeholder engagement;
- spatial planning and urban mobility.

Monitoring

Indicator	Frequency
Research proposals assessing gender relevance	Annual
Projects integrating gender dimension where relevant	Annual

5.5 Prevention of Discrimination, Gender-based Violence and Sexual Harassment

Why this matters

An inclusive workplace requires that all employees are treated with dignity and respect. Discrimination, bullying, sexual harassment and other forms of inappropriate behaviour are incompatible with Stratum OÜ's organizational values and undermine employee wellbeing, organizational trust and professional collaboration.

Our approach

Stratum maintains a zero-tolerance approach towards discrimination, harassment and gender-based violence. Employees are encouraged to raise concerns through appropriate management channels, knowing that complaints will be treated confidentially, fairly and without retaliation.

The company seeks to resolve concerns promptly while ensuring respect for the rights and dignity of all parties involved.

Implementation

Measure	Responsibility
Confidential reporting procedures	Management
Fair investigation of complaints	Managing Director
Protection against retaliation	Management
Periodic communication of behavioural expectations	Gender Equality Coordinator

Monitoring

Indicator	Frequency
Reported complaints	Annual
Actions implemented	Annual review

6. Monitoring, Review and Continuous Improvement

6.1 Purpose

Monitoring is an essential component of Stratum OÜ's Gender Equality Plan. It enables the company to assess whether organizational practices continue to provide equal opportunities, whether implemented measures remain effective and whether additional actions are required.

The purpose of monitoring is not simply to demonstrate compliance with legal or funding requirements. Rather, it supports evidence-based management by providing objective information that assists continuous organizational improvement.

Monitoring is proportionate to the size and organizational structure of Stratum OÜ and focuses on indicators that are meaningful, practical and straightforward to collect.

6.2 Annual Monitoring

The implementation of the Gender Equality Plan is reviewed annually by the Managing Director based on information prepared by the Gender Equality Coordinator.

The annual review considers:

- implementation of planned actions;
- progress against established indicators;
- recruitment and career development practices;
- staff participation in professional development;
- work-life balance measures;
- organizational developments affecting equality;
- complaints or incidents related to discrimination or harassment;
- experience gained through research and consultancy projects.

Where monitoring identifies opportunities for improvement, appropriate corrective or preventive measures are incorporated into the following year's implementation activities.

6.3 Indicators

The company uses a limited number of key indicators that provide a meaningful overview of implementation while avoiding unnecessary administrative burden.

Area	Indicator	Frequency
Workforce	Gender distribution	Annual
Recruitment	Recruitment outcomes	Annual
Career development	Participation in training	Annual
Leadership	Gender balance in management and project leadership	Annual
Research	Projects considering gender dimension where relevant	Annual
Organizational culture	Reported complaints and actions taken	Annual

Indicators are reviewed periodically and may be refined as organizational needs evolve.

6.4 Review and Improvement

This Gender Equality Plan is reviewed annually as part of Stratum OÜ's management review process.

The review considers:

- achievement of planned objectives;
- effectiveness of implemented measures;
- organizational changes;
- legislative developments;
- Horizon Europe or other funding requirements where relevant;
- employee feedback;
- examples of good practice identified through projects or professional networks.

Where appropriate, the Plan is updated to ensure that it continues to support both organizational development and research excellence.

This approach reflects Stratum OÜ's commitment to continuous improvement and ensures that the Gender Equality Plan remains a practical management instrument rather than a static policy document.

7. Action Plan (2026–2029)

The implementation of this Gender Equality Plan is supported through the following actions.

Action	Responsibility	Timeline	Success Indicator
Publish Gender Equality Plan	Managing Director	2026	GEP published on company website
Appoint Gender Equality Coordinator	Managing Director	2026	Coordinator designated
Communicate GEP to employees	Coordinator	Annually	Staff informed
Deliver equality awareness activity	Coordinator	Annually	Activity completed
Review recruitment procedures	Management	Annually	Review documented
Review work-life balance practices	Management	Annually	Review completed
Assess gender dimension in relevant research proposals	Project Managers	Ongoing	Assessment documented where appropriate
Prepare annual monitoring report	Coordinator	Annually	Report completed
Review implementation	Managing Director	Annually	Management review completed
Update GEP where necessary	Managing Director	As required	Updated version published

The Action Plan is reviewed annually and may be updated to reflect organizational development, new priorities or changes in external requirements.

References

This Gender Equality Plan has been prepared with reference to the following legislation and guidance:

- Charter of Fundamental Rights of the European Union (2012/C 326/02).
- Directive 2006/54/EC on equal opportunities and equal treatment of men and women in employment and occupation.
- Directive (EU) 2023/970 on pay transparency.
- European Commission. *Guidance on Gender Equality Plans (GEPs)*. Horizon Europe.
- European Commission. *Gendered Innovations 2: How Inclusive Analysis Contributes to Research and Innovation.*
- Estonian Gender Equality Act.
- Estonian Equal Treatment Act.
- Regulation (EU) 2016/679 (General Data Protection Regulation).

Annex A

Annual Monitoring Template

Area	Result Comments
Gender distribution of employees	
Recruitment	
Professional development	
Leadership roles	
Flexible working arrangements	
Equality awareness activities	
Research projects assessing gender relevance	
Complaints received	
Actions implemented	

Management conclusions:

Improvement actions:

Annex B

Horizon Europe Compliance Matrix

Horizon Europe Requirement	GEP Chapter
Public document	Cover page; Management Commitment
Publication on website	Chapter 4
Dedicated resources	Chapter 4
Monitoring and indicators	Chapter 6
Sex-disaggregated data	Chapter 6
Training and awareness	Chapters 4 & 7
Work-life balance	Chapter 5.1
Leadership	Chapter 5.2
Recruitment	Chapter 5.3
Gender dimension in research	Chapter 5.4
Prevention of harassment	Chapter 5.5

Annex C

Gender Dimension Checklist for Research Projects

Before submitting a proposal or commencing a research project, project teams should consider the following questions:

Question	Yes	No	N/A
Could sex or gender influence the research objectives?	☐	☐	☐
Should stakeholder engagement reflect different user groups?	☐	☐	☐
Is sex-disaggregated data relevant?	☐	☐	☐
Should analysis consider gender-related differences?	☐	☐	☐
Should dissemination target different stakeholder groups?	☐	☐	☐
If a gender dimension is not relevant, has the rationale been documented where required?	☐	☐	☐

Signed by: Margus Nigol ……, Tallinn, August 05, 2026
Managing Director, Stratum OÜ