

# Gender Equality Plan (GEP)

**Company Name:** TechnoLynx Ltd

**Effective Date:** 2024. 11. 20.

**Last Updated:** 2024. 11. 20.

**Approved By:** Balázs Keszthelyi, CEO

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## 1. Vision and Commitment

TechnoLynx is committed to ensuring a workplace that values **excellence, merit, and equal opportunity regardless of gender** in accordance with Act CXXV of 2003 (Hungary) on Equal Treatment and the Promotion of Equal Opportunities. Our practices strictly adhere to Act I of 2012 **Labour Code of Hungary**, emphasising fairness in hiring, promotions, and job assignments.

While gender is not a factor in our decision-making processes, and we do avoid gender-based discrimination, we monitor gender representation annually and aim to achieve a **50-50% gender balance in the long term**. We also aspire to exceed the gender diversity benchmarks within the IT industry and focus on involving underrepresented genders in our work.

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## 2. Core Objectives

1. Promote equal opportunity by ensuring that hiring, promotion, and job assignment decisions are based solely on merit and qualifications.
  2. Monitor and report gender representation statistics to track progress and identify disparities.
  3. Take reasonable, temporary measures to encourage greater gender balance where needed, while maintaining the same standards of excellence for all hires.
  4. Create an inclusive workplace culture that supports all employees equally regardless of their gender.
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## 3. Principles and Measures

### 3.1. Recruitment and Hiring

- All job applicants are evaluated solely on their skills, experience, and qualifications.
- Gender-neutral language is used in job advertisements to attract a diverse pool of candidates.

- Annual monitoring of gender representation is conducted to assess disparities in the workforce.
- If the representation of women in employment consistently remains below **45%**, we may prioritize female candidates during the application process for open positions. However, all candidates, regardless of gender, must meet the same hiring standards, and no standard would be lowered to prioritize other genders.

### **3.2. Promotions and Job Assignments**

- Promotions and job assignments are based on performance, qualifications, and organizational needs, without considering gender.
- Transparent criteria for promotions are established and communicated to ensure fairness.

### **3.3. Monitoring and Reporting**

- Gender ratios are calculated annually to evaluate progress toward a balanced workforce.
  - Results are benchmarked against industry averages in the IT sector to ensure progress is measured relative to broader trends.
  - The **Recruitment Lead** will compile an annual report on gender representation and share findings with leadership for evaluation and action planning.
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## **4. Implementation and Oversight**

### **4.1. Dedicated Oversight**

- The **Recruitment Lead** oversees the implementation, monitoring, and refinement of the Gender Equality Plan.
- This role includes reviewing recruitment practices, addressing complaints or concerns, and providing regular updates to the leadership team.

### **4.2. Feedback and Complaints**

- Employees may file complaints or provide feedback about the GEP implementation to the **Recruitment Lead**.
  - A confidential process will ensure all concerns are handled fairly and professionally, in line with the Labour Code of Hungary.
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## **5. Inclusive Workplace Culture**

- TechnoLynx fosters a workplace where all employees feel valued, respected, and supported, regardless of gender.

- Regular inclusivity workshops and discussions are conducted to reinforce company values.
  - Flexible work policies and family-friendly initiatives are maintained to support work-life balance for all employees.
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## 6. Monitoring and Reporting

### Key Metrics:

- Annual gender ratio in total workforce.
- Gender distribution by role and department.
- Comparison of gender diversity statistics with IT industry benchmarks.

### Annual Report:

- The Recruitment Lead will prepare an annual report summarizing:
    - Gender representation and trends.
    - Actions taken to encourage gender balance.
    - Progress against long-term goals.
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## 7. Long-Term Goals

1. Achieve **long-term convergence toward a 50-50% gender ratio** across the workforce.
  2. Outperform the IT industry average for gender representation.
  3. Continuously evaluate and refine hiring and workplace practices to ensure equal opportunities for all.
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## 8. Review and Updates

The Recruitment Lead will review this plan annually and update it as needed to reflect the organization's evolving needs, industry trends, and regulatory requirements.

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### Signed by:

Balázs Keszthelyi  
CEO

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