

Gender Equality Plan

MB "Idejos ir ivykiai" (artXchange Global)

Company Information

- Company Name: MB "Idejos ir ivykiai" (Small Company "Ideas and Events")
- Company Code: 304980291
- Operating under: artXchange Global
- Country: Lithuania

1. Dedicated Resources

- Gender Equality Officer is the Director of the Company
- Allocation of annual budget for gender equality initiatives (at least 2% of operational budget)
- Formation of a Gender Equality Committee with representatives from different departments when the company will have more than 10 employees
- Regular consultation with external gender equality experts when needed

2. Data Collection and Monitoring

- Annual collection of sex/gender disaggregated data on all personnel
- Tracking of recruitment, promotion, and retention rates by gender
- Monitoring of gender pay gaps and addressing any disparities
- Annual reporting based on established indicators with transparent publication of results
- Regular review of progress toward gender equality goals

3. Training and Awareness

- Mandatory gender equality training for all staff upon joining the company
- Annual refresher workshops on unconscious gender bias for all employees
- Specialized training for management and decision-makers on gender-sensitive leadership
- Integration of gender awareness into all professional development programs

4. Work-Life Balance and Organizational Culture

- Flexible working arrangements available to all staff
- Parental leave policies that encourage both women and men to take leave
- Meeting scheduling within core working hours to accommodate caregiving responsibilities
- Regular assessment of workplace culture through anonymous surveys
- Promotion of inclusive language and imagery in all company communications

5. Gender Balance in Leadership and Decision-Making

- Target of at least 40% representation of each gender in management positions
- Transparent promotion criteria focusing on skills and competencies
- Mentoring program to support women's professional advancement
- Inclusion of diverse perspectives in all decision-making bodies

The Small Company „Idejos ir ivykiai“

Company's Code: 304980291

Address: Maironio g. 13–19, LT-44298 Kaunas, Lithuania

Account nr. LT507290099021793888, Bank: AB Citadele bankas

www.artxchange.global; info@artxchange.global, +37061262965

6. Gender Equality in Recruitment and Career Progression

- Gender-neutral job descriptions and advertisements
- Diverse interview panels for all hiring processes
- Standardized evaluation criteria to minimize bias
- Equal opportunities for professional development and training
- Regular review of promotion patterns to ensure equity

7. Integration of Gender Dimension into Research/Projects

- Consideration of gender aspects in all project planning and implementation
- Gender analysis as a standard component of all research methodologies
- Gender-sensitive approach to product/service development
- Inclusive user testing that considers diverse gender perspectives
- Gender-balanced research teams whenever possible

8. Measures Against Gender-Based Violence and Harassment

- Zero-tolerance policy for gender-based violence and sexual harassment
- Clear reporting procedures accessible to all employees
- Confidential support mechanisms for those experiencing harassment
- Regular training on recognizing and preventing sexual harassment
- Protection against retaliation for reporting incidents

Implementation Timeline

- GEP Development and Approval: 2nd January 2024
- Initial Implementation: 2024–2030
- First Review and Assessment: [Six months later] 2025
- Annual Review and Update: Every July

This Gender Equality Plan will be signed by the company director, Ornela Ramasauskaite, and published on the company's public website to ensure transparency and accountability. The company commits to reviewing and updating this plan annually based on progress and feedback.

MB "Idejos ir ivykiai" (artXchange Global) Director

Evelina Ramašauskaitė-Kaziulionė

2024 01 02



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IDĖJOS IR ĮVYKIAI

Review and Assessment: 2025 07 02

MB "Idėjos ir įvykiai" (artXchange Global) Director

Ornela Ramašauskaitė

ornela@artxchange.global

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke, followed by a small dash.

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