

GENDER EQUALITY PLAN

(GEP)

for a limited liability company

Company Name: W.A.R. Defender s.r.o.
ID No. (IČO): 46 028 510
Registered Office: Varšavská 1, 831 03 Bratislava, Slovak Republic
Effective From: 27.7.2026
Approved By: Daniel Pelíšek, Managing Director

1. Purpose of the Document

The Gender Equality Plan (GEP) establishes principles and measures to guarantee equal treatment of women and men in all areas of the company's activities.

The objective is to:

- ensure equal opportunities,
- prevent discrimination,
- support work-life balance,
- create a safe working environment,
- ensure transparency in human resources processes.

2. Legal Basis

The plan is based primarily on:

- Act No. 365/2004 Coll. (Anti-discrimination Act),
- the Labour Code,
- the EU Charter of Fundamental Rights,
- the EU Gender Equality Strategy 2020 – 2025,
- the European Commission's recommendations for Horizon Europe.

3. Scope

The plan applies to:

- all employees,
- job applicants,

- persons working on the basis of agreements on work performed outside an employment relationship,
- external collaborators during the performance of their work.

4. Company Principles

The company commits to:

- not judging individuals based on gender,
- ensuring equal remuneration conditions,
- ensuring equal opportunities for career growth,
- not tolerating discrimination,
- not tolerating sexual harassment,
- promoting respect and dignity.

5. Recruitment of Employees

The company will ensure:

- gender-neutral job advertisements,
- objective selection criteria,
- equal conditions during recruitment.

The decisive criteria are:

- qualifications,
- experience,
- professional skills,
- work results.

6. Remuneration

The company will ensure:

- equal pay for equal work,
- equal remuneration conditions,
- equal conditions for granting benefits.

Differential remuneration may only be based on:

- performance,
- expertise,
- responsibility,
- achieved results.

7. Career Growth

The following are applied during promotion:

- professional competence,
- work results,
- management skills.

Gender must not be a decisive criterion.

8. Training and Education

Every employee has equal access to:

- training,
- professional courses,
- certifications,
- further education.

9. Work-Life Balance

The company supports:

- taking parental leave,
- flexible work organization according to operational possibilities,
- equal conditions upon return from maternity or parental leave.

10. Prevention of Discrimination

Discrimination is prohibited on the grounds of:

- gender,
- maternity,
- parenthood,
- marital status,
- age,
- disability,
- nationality,
- religion,
- sexual orientation,
- or for other reasons stipulated by law.

11. Prevention of Sexual Harassment

The company will not tolerate:

- inappropriate remarks,
- sexual advances,
- physical harassment,
- psychological pressure,
- abuse of a superior position.

Every submission will be investigated without delay.

12. Submission of Grievances

Employees can submit a grievance:

- in person,
- in writing,
- by email.

The submitter must not be penalized for submitting a grievance.

13. Monitoring

Once a year, the company will evaluate:

- the representation of women and men,
- the recruitment of new employees,
- remuneration,
- training,
- submitted grievances.

14. Action Plan

Area	Measure	Deadline	Responsibility
Recruitment	gender-neutral ads	ongoing	managing director
Remuneration	wage equality audit	1× annually	managing director
Training	equal access	ongoing	managers
Discrimination prevention	employee training	1× annually	managing director
Evaluation	GEP compliance report	December	managing director

15. Responsibility

The person responsible for the implementation of the Gender Equality Plan is:

- The Managing Director of the company

16. Final Provisions

The Plan is reviewed at least once a year or upon a significant change in organizational conditions.

It becomes effective on the date of signature by the Managing Director of the company.

In Bratislava, on

27/7 2026

Daniel Pelíšek, Managing Director



WAR
W.A.R. Defender s. r. o.
Varšavská 6 811 03 Bratislava
IČO: 47 098 510
IČ DPH: SK2023201620 ©

