

GENDER EQUALITY PLAN (GEP) for AMEL Extract sh.p.k.

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Company: **AMEL Extract sh.p.k.**

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1. Introduction

AMEL Extract sh.p.k., as a growing SME in the green biotech and plant-based innovation sector, acknowledges the importance of gender equality as a core element of organizational development, innovation, and social impact. Although the company is currently led by a female founder and CEO, Mrs. Lindita Vrushi, we recognize the need to institutionalize gender equality through a formal Gender Equality Plan (GEP).

2. Process-Related Requirements

a) Publication

This document will be published on the company’s official website and signed by the CEO.

b) Dedicated Resources

The CEO will act as the GEP Officer during the first phase. As the team expands, a staff member will be designated to monitor progress and implementation.

c) Data Collection and Monitoring

Starting 2025, we will collect and monitor sex-disaggregated data across all employment levels and report annually.

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d) Training

The company commits to participate in awareness and training sessions on gender equality and unconscious bias. Collaboration with local and European institutions will be explored.

3. Key Focus Areas and Objectives

3.1. Work-Life Balance and Organizational Culture

- Encourage flexible working arrangements, including part-time or remote work when feasible.
- Foster an inclusive and respectful work environment.

3.2. Gender Balance in Leadership and Decision-Making

- Maintain the current gender-balanced leadership.
- Encourage equal participation in decision-making processes.

3.3. Equality in Recruitment and Career Progression

- Ensure gender-neutral job descriptions and open recruitment processes.
- Promote equal access to professional development.

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3.4. *Gender Dimension in Research and Innovation Content*

- Consider sex and gender aspects when designing experiments and health-related applications.
- Collaborate with research partners to integrate this dimension.

3.5. *Measures Against Gender-Based Violence and Harassment*

- Establish zero-tolerance policies for harassment and discrimination.
- Provide clear reporting mechanisms and a code of conduct.

4. Timeline

- ✓ ***Q2 2025***: GEP approved and published online.
- ✓ ***Q3 2025***: Begin data collection and set baseline indicators.
- ✓ ***Q4 2025***: First internal review and report.

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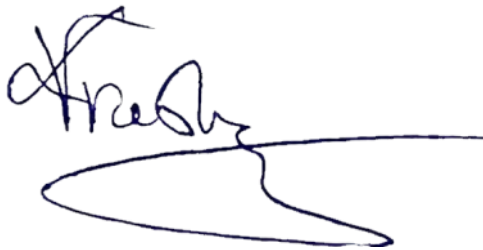
5. Final Notes

AMEL Extract sh.p.k. views gender equality as a driver of excellence and innovation. This GEP is a living document that will evolve with the company and in alignment with EU values and Horizon Europe requirements.

Approved by:

Lindita Vrushi

CEO, AMEL Extract sh.p.k.

A handwritten signature in dark blue ink, appearing to read 'Lindita Vrushi', followed by a long horizontal line that curves downwards at the end.