

# Gender Equality Plan (GEP)

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## 1. Introduction

At SFERIKON, we believe that innovation is only truly impactful when it is inclusive. Rooted in our design and development philosophy is a deep respect for human diversity, including gender equality as a vital principle. This Gender Equality Plan outlines the framework we intend to apply in fostering a respectful, balanced, and forward-looking work culture. It is not a rigid policy, but rather a living reference that reflects our current direction and intent toward fairness and equity.

## 2. Guiding Structure

**2.1 Public Commitment-** This document is publicly accessible on our website and reflects our values. Its endorsement by company leadership is meant to symbolize both ownership and responsibility.

**2.2 Resources and Coordination-** The implementation of gender-aware practices is supported by designated internal efforts. While we are a small organisation, responsibility is shared between leadership and operational staff, with openness to engage external advisors when needed.

**2.3 Monitoring and Data Insight-** We recognise the importance of understanding where we stand. We will collect and observe data on gender distribution across our team and roles. Our aim is to gradually establish routines for reflecting on this data annually in a constructive and developmental context.

**2.4 Awareness and Capacity Building-** From project design to everyday meetings, we value perspectives that broaden our awareness. Staff will be invited to join occasional sessions or receive resources that challenge unconscious biases and stimulate reflection on inclusion, especially in leadership and innovation environments.

## 3. Focus Areas for Action

### 3.1 Work-Life Balance and Organisational Culture

Support flexible working modalities wherever reasonable and compatible with team needs.

Encourage a team culture that recognises personal well-being and respectful interaction as key to performance.

### 3.2 Gender Balance in Decision-Making

While we do not impose quotas, we support balance by nurturing talent and reducing barriers for leadership engagement across all genders.

Our internal processes is be transparent and inclusive in task and responsibility assignment.

### 3.3 Recruitment and Progression

We aim to apply clear and fair criteria in recruitment, with language and practices that avoid gender bias. When feasible, we include gender-balanced panels or inputs during candidate evaluation.

### 3.4 Gender Dimension in Research and Innovation

In design and material research, we explore how gender can influence product use, usability, and perception.

We remain open to integrating gender-related insights into user testing, material selection, and dissemination activities.

### 3.5 Respect and Protection

Our working environment rejects all forms of harassment. Any concerns raised will be treated with seriousness and care.

Clear communication channels exist internally for confidential reporting, and we are committed to ensuring fair handling of such matters.

## 4. Evolution and Reflection

This document will evolve as our team grows. It is intended to guide, not dictate, our collective learning around equality. We will revisit its contents at least once a year, and update it when meaningful change requires new reflection.

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