
Gender Equality Plan 2026 – 2030

In Zagreb, 22nd December 2025

Table of Contents

INTRODUCTION.....	1
A. INSTITUTIONAL GOVERNANCE.....	1
B. HUMAN RESOURCES.....	2
C. COMMUNICATION.....	3
D. SEXUAL HARASSMENT AND VIOLENCE.....	3
CONCLUSION.....	4

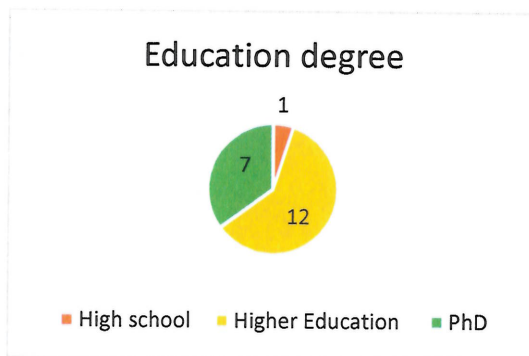
INTRODUCTION

Gender equality in the Republic of Croatia is regulated by the Gender Equality Act (Official Gazette 82/08, 69/17), hereinafter GEA.

This Plan is adopted to encourage the creation and provision of a quality working environment, in order to support the attraction and retention of successful employees by providing appropriate recognition of their abilities and work performance.

The areas covered by the Plan include institutional governance, human resources, institutional communication, discrimination, sexual harassment, and the promotion and protection of gender equality.

BICRO BIOCentre currently employs 20 staff members, all of whom are women. The educational structure of the employees is as follows:



BICRO BIOCentre hires external suppliers/associates for key parts of its operations, including maintenance, facility management, and security, who are based and work within the premises. In the areas of facility protection and maintenance, two companies have been contracted. All employees working in maintenance, facility management, and building security are men (three in building security and two in maintenance and facility management roles). Therefore, the gender ratio is 80% women and 20% men.

The Committee has prepared, in line with the areas covered by the Plan, an action plan outlining objectives, target groups concerned, the responsible body, and indicators, as presented in the tables below.

A. INSTITUTIONAL GOVERNANCE

Institutional governance is based on the Articles of Association and the relevant national legislative frameworks, such as the Labour Act (OG 93/14, 127/17, 98/19, 151/22, 46/23, 64/23) and the Companies Act (OG 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08,

137/09, 125/11, 152/11, 111/12, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23, 136/24).

This Plan defines the next steps in the implementation of measures related to gender equality, the organization of employee training as needed, and the systematic collection of relevant data.

Activity	Objective	Target group	Responsible	Indicators
A.1 Institutional governance	A.1.1 Continuous monitoring by the Gender Equality Committee	Employees	Administration Office	A.1.1.1 Monitoring the implementation of activities
A.1 Institutional governance	A.1.2 Promoting equality in the processes and practice	Employees / External associates	Committee	A.1.2.1 Meetings related to the implementation of the gender equality plan
A.1 Institutional governance	A.1.3 Raising awareness of gender equality	Employees / External associates	Committee	A.1.3.1 Seminars / workshops on topics related to gender equality

B. HUMAN RESOURCES

Gender equality in the field of human resources is ensured through the application of the Labor Act (OG 93/14, 127/17, 98/19, 151/22, 46/23, 64/23), the Anti-Discrimination Act (OG 85/08, 112/12), and the Gender Equality Act (OG 82/08, 69/17), as well as through the Company's general acts adopted on the basis of and in accordance with the aforementioned regulations.

In its recruitment processes, BICRO BIOCentre applies objective criteria defined for each specific position, using a public recruitment procedure. Candidates are selected in accordance with the established criteria, competencies, and professional experience, regardless of age or gender. In this way, equal access to employment at BICRO BIOCentre is ensured in a clear and transparent manner.

Regulations establish the principle of equal pay for persons performing work of equal complexity.

Activity	Objective	Target group	Responsible	Indicators
B.1 Human resources	B.1.1 Availability of employment regardless of the gender	Future employees	Committee	B.1.1.1 In public tenders to add "Persons of both genders can apply"
B.1 Human resources	B.1.2 Providing information to and supporting employees in exercising their rights and maintaining a work-life balance	Employees	Management	B.1.2.1 Designing an employee satisfaction survey B.1.2.2 Conducting an employee satisfaction survey using a questionnaire B.1.2.3 Creating a protocol to ensure consistent information and oversight of employees' rights and their work-life balance needs B.1.2.4 Explore the implementation of guidelines, such as MAMFORCE, to establish new workplace practices that support work-family balance for women and men
B.1 Human resources	B.1.3 Informing about the opportunities for financing training	Employees	Committee	B.1.3.1 Continuously throughout the year

C. COMMUNICATION

On the website, social networks and other internal documents, BICRO BIOCentre strives to use gender neutral language.



Activity	Objective	Target group	Responsible	Indicators
C.1 Communication	C.1.1 Gender sensitive language in legal documentation	Employees	Committee	C.1.1.1 Revision and refinement of documentation
C.1 Communication	C.1.2 Pristup informacijama o pravima i mogućnostima zaposlenika	Employees	Committee	C.1.2.1 Continuous monitoring and updating in accordance with changes in the Croatian Acts

D. SEXUAL HARASSMENT AND VIOLENCE

Harassment and sexual harassment constitute discrimination within the GEA.

Harassment is any unwanted behavior based on the sex of a person, which is aimed at or that constitutes a violation of personal dignity, and which creates an embarrassing, hostile, degrading or offensive environment. (Article 8, paragraph 2 of the GEA).

Sexual harassment is any unwanted verbal, non-verbal or physical conduct of a sexual nature, which aims at or constitutes a violation of personal dignity, and if it creates an unpleasant, hostile, degrading or abusive environment (Article 8, paragraph 3 of the GEA).

Sexual harassment and violence are strictly prohibited. BIOCentre has so far not encountered inappropriate behavior in the form of sexual harassment on either the male or female side but will carry out preventive activities to ensure a safe working environment.

The Work Regulations prescribe measures for preventing and addressing cases of sexual harassment and violence, and an Employee Dignity Commissioner has been appointed, whom employees can contact in case of any irregularities.

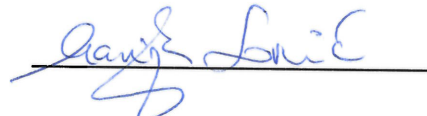
Activity	Objective	Target group	Responsible	Indicators
D.1. Sexual harassment and violence	D.1.1 Design a protocol to prevent harassment and discrimination and to manage related incidents	Employees	Committee	D.1.1.1 Setting up a protocol to prevent and manage cases of harassment and discrimination

CONCLUSION

BICRO BIOCentre has developed a Gender Equality Plan for the period 2026–2030, covering areas such as institutional management, human resources, communication, and sexual harassment and violence, along with implementing activities, raising employee awareness, and monitoring and evaluating these measures.

The Committee will meet as needed to assess the implementation of the Plan and to prepare reports on the achievement of its objectives.

The Gender Equality Plan has been published on the BICRO BIOCentre website and is available in both Croatian and English.

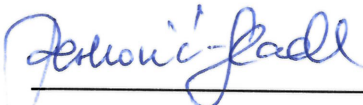


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