



GENDER EQUALITY PLAN 2023-2027

DISCOVERY CENTER NONPROFIT LTD.

Entry into force: 1st July 2023. Responsible for maintaining the policy: Endre Balej

INTRODUCTION

Discovery Center Nonprofit Ltd. was founded by market minded and motivated researchers in 2012 with a common goal to establish a progressive knowledge center which stimulates agricultural innovation in the CEE region. With the help of its international partner network, our research center was a pioneer in establishing the foundations and harmonizing the agricultural innovation broker education in Europe. This initiative is supported by both the European Union and the Visegrad Countries.

Discovery Center Nonprofit Ltd. puts great emphasis on supporting young researchers. Solutions that answer the needs of farmers are constantly being sought by our researchers. Several educational and knowledge-transfer methods have been developed in the field of agricultural innovation for participants of summer schools, trainings and workshops. Furthermore, the research institute hosts interns from developing countries every year which helps to improve our agricultural innovation planning methods.

Since Discover Center Nonprofit Ltd. is a dedicated actor in the development of a multidisciplinary network within agriculture, it has an extensive expert and partner network containing Central and Western European universities, research institutes and companies. During the years of its operation, the company has been deliberately extending its knowledge base in order to foster the EIP-Agri community within the CEE region.

The company was established with the aim to strengthen the presence of Central and Eastern Europe within European projects by forming a research network.

Our value proposition includes knowledge transfer, incubation and support of new ideas or ventures, aspiration for technological innovations and flexibility in responding to all possible situations on the market, by the analogy of a start-up company.

The aim of this document, the Gender Equality Plan (according to the international terminology: "Gender Equality Plan", hereinafter abbreviated as "GEP"), is to examine the situation of Discover Center Nonprofit Ltd. along the dimensions of gender equality and fairness, and to plan different time-term interventions based on the situation analysis. By accepting this document, the management of Discovery Center Nonprofit Ltd. expresses its commitment to the implementation of the GEP in order to reduce possible gender inequalities.

GENERAL PURPOSES

Discover Center Nonprofit Ltd., as an employer, respects the human values, dignity, and individuality of those who have an employment or other legal relationship with it during employment. The employer condemns all forms of discrimination, and keeps the principle of equal opportunities and equal treatment in mind in all respects during the performance of its tasks.

The employer is committed to taking into account the interests of the employees in all circumstances and to creating working conditions and working conditions that contribute to the preservation and strengthening of fundamental values, in accordance with the provisions of the Act on Equal Treatment and the Promotion of Equal Opportunities.

Discover Center Nonprofit Ltd. understands the prohibition of direct and indirect discrimination, harassment, illegal segregation, retaliation, and the instruction given to them by maintaining the requirement of equal treatment, and fully complies with and enforces its rules.

Ensuring gender equality, gender balance and diversity in all circumstances is the responsibility of management.

The management intends to apply the principle of preferential treatment to the following groups of employees:

- female employees,
- employees over forty,
- persons with reduced working capacity,
- parents raising small children,
- parents raising their children alone,
- employees raising chronically ill or disabled children

LEGAL BACKGROUND, PROFESSIONAL POLITICAL ANTECEDENTS

Overcoming gender inequality is a central goal in research institutes of the European Union. As a means of structural change, the European Union recommends and actively supports the preparation and implementation of gender equality plans (ie GEPs) in higher education and research institutions. The European Commission's gender equality strategy in the field of research and innovation policy is based on three basic objectives:

- Promoting equality in academic careers;
- Ensuring gender balance in decision-making processes and bodies;
- Integrating the gender equality dimension into the content of research and innovation (EIGE, 2016).

Gender equality, the obligation to treat men and women with equal treatment, is properly declared by Hungary — in accordance with the legal norms of the European Union and the spirit of the relevant international conventions — at different levels of the legal hierarchy and in the most important of the regulated legal areas.

RELEVANT LEGISLATION:

- The Basic Law of Hungary, which states with a general argument that "Women and men have equal rights".
- Act V. of 2013 on the Civil Code, which declares the 2:43. § (c), that discrimination against a person must be evaluated as a violation of personal rights.
- CXXV. of 2003 law on equal treatment and the promotion of equal opportunities declares among other things that the illegality of discrimination against natural persons. Disadvantageous discrimination between the sexes is treated as a violation of the prohibition under point a) of § 8.
- The provisions of § 21 also refer to typical cases of discrimination occurring in the world of work. Act I. of 2012 on the Labor Code, which, in addition to the above cited from the Labor Code, explicitly establishes in Section 12 (1) paragraph, in addition to the general prohibition of discrimination, the requirement of equal treatment to be applied when determining remuneration for work.

Discovery Center Nonprofit Ltd. is committed to maximum compliance with the above provisions.

MEASURES TAKEN TO PROMOTE EQUAL OPPORTUNITIES

Measures enabling reconciliation of work and private life

- Internal discussions, meetings

Discovery Center Nonprofit Ltd. tries to emphasize the quality and efficiency of work. The meetings are organized online whenever possible, thus ensuring that those who have caring responsibilities for their children or other relatives can attend the meetings. According to our experience, this is a much more effective solution and motivates colleagues to a great extent.

- Team building trainings, professional days, events

The professional development of our colleagues and the building of the team are of particular importance. We organize team-building trainings and other motivational, professional programs annually where it is possible to discuss, in addition to professional tasks, the problems that have arisen, which, according to the employees, may hinder the realization of equal opportunities. We try to take into account their suggestions regarding both work and the organization of our community life.

- Flexible working, home office, part-time option



Discovery Center Nonprofit Ltd. is a committed supporter of flexible working. The introduction of working from home for parents with small children – for both men and women – and the continuous support of parents returning from maternity leave contribute to the fact that our employees are happy to work for us, and give the best of their skills. This allows them to meet their personal or family needs and achieve a better work-life balance. Of course, flexibility must be viewed in connection with the employer's legitimate requirements in order to ensure business continuity. Discovery Center Nonprofit Ltd. strives to ensure that, depending on the nature of the work, its employees can perform their tasks from home - if there is no reason to do so - for which Discovery Center Nonprofit Ltd. provides the necessary tools.

- Support for continuing education

The management of Discovery Center Nonprofit Ltd. monitors the learning and training needs of its employees and aligns them with the interests of the company. We make it possible for our employees to participate in further training (e.g., development of professional, language competences, communication skills, conflict management, etc.) and we assume their costs to the extent possible, and we also ensure their participation in conferences, online or in-person lectures/lecture series.

Training and other awareness-raising activities related to equal opportunities between the sexes and unconscious prejudices are organized during the annual team building trainings.

Fulfillment condition, tasks: Programs within the company (e.g. professional day) must be planned in such a way that they are compatible with private life, especially with regard to the needs of employees raising children. If the program extends to a weekend/holiday, participation must be voluntary. The exact date of the programs should be discussed with the employees whenever possible, and decisions should be made taking into account the needs of the most optimal employees, especially those with families. Employees must report if they have any work related to working hours that must be taken into account in terms of work organization - meetings, discussions, affecting deadlines. The conditions for working at home and the necessary tools (laptop, telephone) must be ensured. Discovery Center Nonprofit Ltd. provides the financial resources for the costs of events, infrastructural expenses and further training, which the company cannot transfer to the employees.

Responsible: managing director

Deadline: employees must be informed of the exact date of the programs at least three weeks before the program. The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the following year.

Indicators:

How many joint programs (team building, company events) were implemented in the given year?

How many colleagues and what gender ratio participated in company-financed training/advancement?



How many trainings and other awareness-raising activities related to equal opportunities between the sexes and unconscious prejudices were realized in the given year?

How many people participated in these, and in what gender ratio?

The annual report based on the above indicators is prepared by managing director. The deadline for preparing the report is June 15 of the following year.

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Discovery Center Nonprofit Ltd. conducts its research activities as a micro-enterprise. When selecting our employees, regardless of gender, we only consider professional competence and dedication. By the time when the owners bought the company four years ago, they got an excellent professional team, where gender equality was not enforced (only male colleagues were employed), so we have to consider this as an environment. It would be unfair to the current family-supporting colleagues if they were dismissed due to the creation of equal opportunities, since the current situation of the company cannot allow the employment of new female employees. In terms of gender equality within the company, the limit is set by the fact that three of the five main employees are currently breadwinners with small children. In addition, their professional knowledge is indispensable, considering the statistical number of the company.

For the reasons just listed, Discovery Center Nonprofit Ltd. tries to create equal opportunities in other areas. Our internship program is excellent for this, in which we accept female students from both Hungarian and foreign universities. On these occasions, the tasks are distributed among the employees based on the existing professional and social competences, as well as the professional interest. Achieving equality is a matter of fairness, democracy, quality and gender balance. Women and men should be given equal opportunities to participate in the research community, and the research community needs the input of both genders.

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A significant part of our research activities takes place in difficult field conditions, but we have tried, and will continue to do so in the future, so that our female colleagues can carry out all the tasks that do not require "on site" field presence.

Fulfillment condition, tasks: If there is an increase in the number of employees, we will definitely strive to fill the open positions with female colleagues with appropriate



professional competence. After this has been realized, women's opinions must be taken into account in management and decision-making, and their participation in making decisions that also affect them must be ensured.

Responsible: executive

Deadline: The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the following year.

Indicators:

Were there any questions regarding working conditions, programs, events in the given year?

Were the opinions of the employees, especially the disadvantaged groups, taken into account in the decision-making?

SELECTION OF EMPLOYEES AND ENSURING PROFESSIONAL ADVANCEMENT

Discovery Center Nonprofit Ltd. does not apply any kind of discrimination when determining the selection of the workforce, except in the case of discrimination that is clearly necessary due to the nature or nature of the employment.

- Only abilities and skills can dominate when selecting new employees.
- Employees already doing similar work part-time will be given preference for employment in vacant full-time positions.
- In order to reach the largest possible selection group, Discovery Center Nonprofit Ltd. strives for the greatest possible publicity for job advertisements. In the case of candidates with the same qualifications, it is recommended to select the person from the underrepresented gender. Monitoring remuneration and other employee benefits, including gender and criteria for employment based on flexible employment and/or flexible working hours Male/female employees in the same position and/or with similar duties, responsibilities and employment conditions receive similar remuneration

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Fulfillment condition, tasks: From the point of view of the jobs advertised for the tender, equal opportunities are ensured by defining the requirements of the jobs according to objective criteria and the necessary specifics. The professional manager

who conducts the interviews must also be prepared with regard to equal opportunity regulations and must act in accordance with the provisions of this document.

Responsible: managing director

Deadline: In the case of a new position, the objective system of requirements approved by the management must be available when the application is announced. It is necessary to conduct at least one internal training on equal opportunities per year, especially if a new employee has been hired. The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the following year.

Indicators:

How many new employees were hired in the given year?

What is the female/male ratio of new employees?

How many new appointments and promotions were made in the given year?

How did the gender ratio of the new managers develop?

How did the gender ratio of colleagues who received other recognition develop?

INCORPORATING GENDER ANALYSIS INTO RESEARCH AND TEACHING CONTENT

Diversity can refer to many factors in the workplace for everyone regardless of affiliation or origin (gender, ethnicity, disability, gender identity, sexual orientation, socioeconomic background, age, etc.). Discovery Center Nonprofit Ltd. adheres to the Adaptation and Work Integration Guidelines to ensure the accommodation of employees with temporary or permanent illnesses or disabilities. We interpret equality of opportunity - as the relevant European and domestic legislation does - more broadly than the Gender issue. In addition to women, there can be any disadvantaged groups of employees with an employment relationship with the employer, such as

- career starters,
- employees about to retire,
- people of other ethnicities,
- persons with disabilities,
- employees raising two or more children under the age of ten,
- workers who care for elderly or sick relatives.

Particular attention must be paid to the analysis of the employment situation of these groups, especially their wages, working conditions, professional advancement, training, and benefits related to child rearing and the role of parents and caregivers, as well as the employer's stated goals for ensuring equal opportunities and the means necessary to achieve



them, thus, especially for training and any programs organized by the employer affecting the conditions of employment.

Fulfillment condition, tasks: The management of Discovery Center Nonprofit Ltd. must take into account the individual situation and circumstances of the employees and create the working conditions accordingly. The management obtains its information from the reports of the equal opportunities employee, and if necessary, consults directly with the employee.

Responsible: general manager

Deadline: The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the following year.

Indicators:

Among the employees of Discovery Center Nonprofit Ltd. how many women are there, or are there new careers, near retirement, people of other ethnic groups, people with disabilities, two or more children under the age of ten, and workers who take care of elderly or sick relatives?

MEASURES TO PREVENT AND TREAT GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

Discovery Center Nonprofit Ltd. condemns all forms of violence (verbal, physical, keeping in fear, threats, vulnerability, etc.) and especially gender-based violence, treats any problems that may arise as a matter of priority.

Cases must be handled (discreetly) according to the rules of personal data and information management. No one should be at a disadvantage as a result of filing a complaint with their supervisor due to perceived or real grievances. In the history of the company, the problem related to the above has not arisen until now.

Fulfillment condition, tasks: The manager must be available if any employee wants to report gender-based violence. You must be aware of which cases can be resolved within the company and what is considered a crime. If necessary, legal or rehabilitation care (e.g. medical or psychological) must be provided to the applicant.

Responsible: general manager

Deadline: After reporting gender-based violence and abuse, action is required with immediate effect, where appropriate involving the authorities. The deadline for preparing the annual report based on the evaluation of the indicators is June 15 of the following year.

Indicators:



Has there been any gender-based violence or a report of this kind in the given year?

Has gender-based violence resulting in a police report occurred in the given year?

PROCEDURE TO BE FOLLOWED IN CASE OF VIOLATION OF THE PRINCIPLES OF EQUAL TREATMENT PRESCRIBED BY LAW

In the event of any violation of equal treatment (harassment, illegal segregation, retaliation, etc.), it provides the possibility of legal redress. The employee can contact the managing director of Discovery Center Nonprofit Ltd. directly.



Balej Endre
ügyvezető igazgató

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