

## **Gender Equality Plan (GEP)**

**Organisation:** TLV PROJECTS KFT/ LNP Academy

**Legal form:** Private for-profit SME

**Effective period:** 2026–2029

**Approved by:** Founder & CEO

**Date of adoption:** 2026. 03.10.

### **1. Institutional Commitment**

LNP Academy is committed to fostering an inclusive, diverse, and equitable working environment where all individuals are treated with dignity and respect, regardless of gender identity or expression.

As a healthcare education and clinical training organisation operating in international professional environments, we recognise that gender equality contributes to stronger organisational performance, better decision-making, and more innovative and socially responsive professional activities.

The Founder & CEO formally endorses this Gender Equality Plan and assumes responsibility for its implementation and monitoring.

### **2. Scope and Objectives**

This Gender Equality Plan applies to:

- all employees
- external experts and trainer
- contractors and collaborators
- participants in professional programs

#### **Key Objectives**

- Ensure equal opportunities in recruitment and career development
- Promote gender-balanced participation in leadership and decision-making
- Support work-life balance and an inclusive organisational culture
- Prevent gender-based discrimination, harassment, and bias
- Integrate gender perspectives into professional and educational activities

### **3. Dedicated Resources and Responsibility**

Implementation of the GEP is supported by:

- Direct oversight by the Founder & CEO
- Allocation of internal administrative resources
- Engagement of external HR and legal advisors when required
- Budgetary provisions for awareness training and organisational development

Responsibility for monitoring and implementation lies with management, supported by administrative staff and external experts when needed.

#### **4. Data Collection and Monitoring**

LNP Academy commits to evidence-based monitoring of gender equality through:

- Collection of sex-disaggregated personnel data
- Monitoring gender distribution in recruitment and leadership roles
- Annual internal review of equality indicators
- Documentation of progress and corrective measures where needed

Monitoring results will be reviewed annually by management to ensure continuous improvement.

#### **5. Training and Awareness Raising**

To foster an inclusive organisational culture:

- Staff and collaborators will receive periodic awareness materials on gender equality
- Management will participate in training addressing inclusive leadership and unconscious bias
- Gender-sensitive practices will be promoted in professional interactions and training environments

Where appropriate, external experts may be invited to provide specialised training sessions.

#### **6. Thematic Areas and Measures**

##### **6.1 Work-Life Balance & Organisational Culture**

Measures:

- Flexible scheduling where operationally feasible
- Respect for caregiving responsibilities
- Inclusive communication standards
- Zero tolerance for discriminatory language or behaviour

##### **6.2 Gender Balance in Leadership & Decision-Making**

Measures:

- Gender-neutral criteria for leadership roles
- Transparent decision-making processes
- Encouragement of balanced representation in advisory and expert roles

##### **6.3 Gender Equality in Recruitment & Career Progression**

Measures:

- Gender-neutral job descriptions
- Equal evaluation criteria for all candidates
- Selection based on qualifications and competencies
- Fair compensation practices

##### **6.4 Integration of Gender Dimension into Activities**

As a clinical education provider, LNP Academy promotes:

- Consideration of sex and gender differences in medical training topics
- Inclusion of diverse patient perspectives in educational content
- Gender-sensitive communication in professional programs

## **6.5 Prevention of Gender-Based Violence & Harassment**

LNP Academy maintains a zero-tolerance policy toward:

- Gender-based discrimination
- Harassment
- Sexual harassment
- Intimidation or hostile behaviour

Measures:

- Safe reporting channels to management
- Immediate review of complaints
- Confidential handling of sensitive matters
- Corrective measures where necessary

## **7. Implementation and Review**

This GEP is reviewed annually and updated where necessary.

The organisation commits to continuous improvement aligned with European equality standards and Horizon Europe expectations.

**Signed,**



Luca Viktoria TAKACS  
CEO  
TLV PROJECTS KFT