

Gender Equality Plan for Magna Energy Storage a.s.

1. Introduction

Magna Energy Storage (MES), as a leading manufacturer in the energy storage sector, is committed to fostering an inclusive and diverse workplace. Recognizing the importance of gender equality, MES is dedicated to eliminating gender disparities, promoting equal opportunities, and ensuring that all employees, regardless of gender, can thrive and contribute to the company's success. This Gender Equality Plan outlines the strategic actions MES will take to promote gender equality across all levels of the organization.

2. Key Objectives

- **Increase the representation of women** in technical, managerial, and leadership roles.
- **Promote a work environment** that is free from gender-based discrimination and harassment.
- **Support work-life balance** for all employees through flexible working policies.
- **Ensure equal pay** for equal work, ensuring no gender pay gaps.
- **Encourage gender equality in recruitment**, training, and career development opportunities.
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3. Organizational Commitments

MES is committed to the following key areas to support gender equality:

3.1 Recruitment and Career Advancement

- MES will aim to achieve gender balance in recruitment by ensuring that at least 30% of applicants invited to interviews for technical and leadership roles are women.
- Recruitment materials and job descriptions will be gender-neutral to encourage applications from all genders.
- We will set targets to increase the proportion of women in senior management roles by 2026, with specific action plans for recruitment, mentorship, and development.

3.2 Equal Pay and Career Development

- Conduct annual gender pay audits to monitor and address any gender pay gaps.
- Ensure that both women and men have equal opportunities for career progression through access to training, leadership programs, and development initiatives.
- Offer tailored career development programs to support women in reaching leadership positions.

3.3 Work-Life Balance and Flexibility

- MES will introduce flexible working hours and remote work options to support both men and women in managing work and family responsibilities.
- The company will explore the introduction of enhanced parental leave policies, ensuring that all parents, regardless of gender, are supported.

3.4 Gender Awareness and Training

- Regular training on gender equality, unconscious bias, and diversity will be provided to all staff, with a focus on management and leadership.
- Establish a Gender Equality Committee to oversee the implementation of gender equality measures and promote a culture of inclusion.

3.5 Addressing Gender-Based Harassment and Discrimination

- Zero-tolerance policy for gender-based discrimination and harassment.
- A confidential reporting mechanism will be established to ensure employees can report instances of discrimination or harassment without fear of reprisal.
- Investigations will be conducted promptly, and appropriate disciplinary actions will be taken in cases of gender-based misconduct.

4. Monitoring and Evaluation

- The Gender Equality Plan will be reviewed annually, and progress will be monitored against key performance indicators (KPIs), such as:
 - Gender balance in recruitment, promotions, and leadership roles.
 - Gender pay gap trends.
 - Employee satisfaction and feedback regarding gender equality.
- A detailed progress report will be published annually, highlighting successes and areas for improvement.

5. Conclusion

MES believes that fostering gender equality is not only a matter of fairness but also contributes to greater innovation and overall business success. Through this Gender Equality Plan, we aim to create a more inclusive workplace where all employees can reach their full potential.