



ТОВ “Нейзац Аква”

ЄДРПОУ 45204915

Адреса: 57430, Україна, Миколаївська обл.,
Миколаївський р-н, с. Прогресівка,
вул. Лиманська 39

neisatzaqua@gmail.com

+380 50 879 6803



Gender Equality Plan (GEP)

Company: LIMITED LIABILITY COMPANY “NEUSATZ AQUA” (LLC NEUSATZ AQUA)

Version: 1.0

Date: October 2025

Approved by: Lyudmila Vilikhovska-Kalko, CEO

1 Purpose and Commitment

LLC Neusatz Aqua recognizes that **gender equality is a fundamental European value** and an essential driver of creativity, innovation, and sustainable development.

The company is committed to providing **equal opportunities for women and men** across all areas of employment, research, and innovation.

Our policies follow the principles of the **Horizon Europe Gender Equality Strategy 2020–2025** and the **European Charter for Researchers**, embedding inclusiveness, transparency, and fairness in our operations and decision-making.

2 Scope

This Gender Equality Plan applies to:

- All employees, contractors, consultants, and management of LLC Neusatz Aqua;
- All business activities in Ukraine and partner countries;
- All research, innovation, and EU-funded projects in which the company participates.

3 Objectives

- 1. **Ensure gender balance** in recruitment, leadership, and career advancement.
 - 2. **Foster an inclusive and respectful culture**, free from bias or discrimination.
 - 3. **Integrate gender perspectives** into research and innovation processes.
 - 4. **Prevent harassment and promote safety** in the workplace.
 - 5. **Support work–life balance** and professional growth for all employees.
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4 Key Actions

Focus Area	Objective	Actions	Responsible Person
Recruitment & Career Progression	Equal and transparent opportunities	Use gender-neutral job ads; ensure balanced candidate shortlists; monitor gender ratios annually	HR Manager / CEO
Work–Life Balance	Enable flexible work models	Offer remote work and flexible hours; guarantee equal parental leave access	HR Manager
Training & Awareness	Strengthen equality culture	Conduct annual gender-equality and diversity awareness sessions	Project Coordinator
Research & Innovation	Include gender dimension	Review research projects for gender aspects (e.g., women’s participation in aquaculture AI)	R&D Lead
Data Monitoring	Measure progress	Collect HR statistics annually; report women’s share in technical and managerial roles	HR Manager

Zero Tolerance Policy

Prevent harassment

Adopt clear reporting and disciplinary procedures for any discrimination or misconduct

CEO

5 Governance and Monitoring

- **Overall responsibility:** Lyudmila Vilikhovska-Kalko, CEO
 - **Gender Equality Officer:** designated HR Manager
 - **Review:** Annual assessment of workforce composition and equality indicators
 - **Reporting:** Summary included in the yearly management report and, where applicable, EU project deliverables
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6 Transparency

The Gender Equality Plan is:

- **Published on the company website:** www.neusatzacqua.com
 - **Accessible to all employees and partners**
 - **Reviewed and updated annually** or whenever significant organizational changes occur
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7 Resources and Implementation


LLC Neusatz Aqua dedicates management and administrative resources to implement and monitor this plan.

The CEO and HR Manager ensure integration of gender-equality principles into recruitment, communication, and project management processes.

8 Contact

LLC Neusatz Aqua

Ukraine

 neusatzacqua@gmail.com

 www.neusatzacqua.com

 Plan valid from: October 2025 – October 2027



Vilikhovska-Kalko Lyudmila, CEO