GENDER EQUALITY PLAN (GEP)

1. Publication and Commitment

This Gender Equality Plan (GEP) is officially approved by the management of **Perfect Ltd.** and published on our official website www.perfect-bg.com. It reflects our commitment to promoting gender equality across all organizational activities.

2. Dedicated Resources

The organization appoints:
- A team or person responsible for implementing the GEP.
- Human resources with gender expertise.
- An annual budget for training, monitoring, and gender equality events.

3. Data Collection and Monitoring

The organization will collect and analyze sex-disaggregated data regarding:
- Staff and project partners.
- Participants in trainings and public events.
- Involvement in decision-making processes.

An annual internal report will be prepared based on indicators and findings.

4. Training and Awareness

Regular trainings will be held on:
- Tackling unconscious gender biases.
- Gender equality and non-discrimination.
- Creating a safe working environment.

5. Priority Areas of Action

6. Monitoring and Review

The Plan will be reviewed annually and updated in accordance with new needs and national or European requirements.

Focus Areas and Measures

Area	Measures
Work-life balance	Flexible working hours; support for parenting
Gender balance in leadership and decision-making	Encouragement of women's participation in managerial roles
Equality in recruitment and career progression	Gender-neutral job postings; equal opportunities for advancement
Gender perspective in research and teaching	Integration of gender dimension in projects and curricula

Prevention of gender-based violence	Internal procedures for reporting and acting on sexual harassment and discrimination

Date: 30.06.2025



Signature: Valko Pingelov, manager

Organization: **Perfect Ltd.**