



Gender Equality Plan (GEP)

Secure Block d.o.o. is committed to promoting gender equality in the workplace and supporting inclusive, fair, and transparent working conditions. As a rapidly growing deep tech company operating in the field of cybersecurity and AI, we recognize the importance of a diverse and balanced team to foster innovation and excellence. This Gender Equality Plan (GEP) outlines the minimum process-related building blocks for gender equality, which Secure Block fully adopts.

PUBLIC DOCUMENT

This Gender Equality Plan is a formal and public document, published on the Secure Block website and endorsed by our top management. It reaffirms our commitment to gender equality and sets the foundation for structured implementation and continuous improvement. The GEP is reviewed annually and updated as needed.

DEDICATED RESOURCES

To ensure effective implementation of this plan, Secure Block allocates dedicated personnel time within the operations and HR management functions. The responsibility for gender equality is integrated into company operations, with designated oversight by the COO and a future plan to formalize a diversity and inclusion point of contact.

DATA COLLECTION AND MONITORING

Secure Block will collect and monitor gender-disaggregated data annually, covering key employment indicators such as:

- Recruitment and selection*
- Roles and responsibilities*
- Promotion and progression*
- Compensation and benefits*
- Training and development opportunities*

The data will be used to identify gaps, monitor progress, and inform targeted actions.

TRAINING AND CAPACITY BUILDING

We commit to raising awareness and building capacity on gender equality by:

- Including a gender equality statement in recruitment materials and internal onboarding*
- Organizing occasional training and awareness sessions for leadership and staff*
- Integrating bias reduction practices into recruitment, evaluation, and promotion processes*

KEY THEMATIC AREAS COVERED

While this plan addresses the required structural elements, Secure Block also aligns with the five recommended thematic areas under Horizon Europe:

- 1. Work-life balance and organizational culture*
- 2. Gender balance in leadership and decision-making*
- 3. Gender equality in recruitment and career progression*
- 4. Integration of the gender dimension in R&D content (where relevant)*
- 5. Measures against gender-based violence, including sexual harassment*

SECURE BLOCK d.o.o. recognizes that achieving gender equality is a continuous process. This GEP represents our starting point, and we commit to strengthening our policies, practices, and culture to ensure equity, inclusion, and diversity across all company operations.

Maglenča, 30.04.2025.

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