

Gender Equality Plan (GEP) – Horizon Europe compliant KoHo pedagogija®

Document information

- Organisation: Koho beezenis d.o.o.: brand KoHo pedagogija®
- Document: Gender Equality Plan (GEP)
- Version: 1.0
- Date of adoption: 31 December 2025
- Validity period: 2025–2028
- Approved by: Management of Koho beezenis d.o.o.

1. Statement of Commitment

KoHo pedagogija® is committed to creating an inclusive, safe and equitable working environment where all collaborators have equal opportunities regardless of gender or family status.

2. Public availability and endorsement

This Gender Equality Plan is approved and signed by the Director Maja Jerčić and is publicly available on the KoHo pedagogija® website.

3. Organisational Context

KoHo pedagogija® is a small international educational brand (owned by Koho beeznis d.o.o.) working with a distributed network of educational professionals and collaborators.

4. Objectives

Equal opportunities, equal pay, work–life balance, safe working environment, gender balance in projects and decision-making.

5. Implementation and Resources

Maja Jerčić, Director and sole employee, is appointed as Gender Equality Officer and is responsible for implementation, monitoring and annual review of the plan.

6. Data Collection and Monitoring

Gender-disaggregated data on collaborators, leadership roles and compensation will be reviewed annually and documented.

7. Training and Awareness

KoHo pedagogija® will organise awareness activities and training on gender equality, inclusive communication and unconscious bias.

8. Measures

Gender-neutral recruitment, equal pay, flexible work, zero tolerance to discrimination, gender balanced project teams.

9. Gender Dimension in Educational Content

Gender equality principles are integrated into educational programmes, materials and projects.

10. Review

The plan is reviewed every three years.

11. Approval and signature

The Gender Equality Plan has been formally adopted by the management of Koho beezenis d.o.o. on 31 December 2025.

Name and position:

Director / CEO

Signature:

A handwritten signature in blue ink, written over a horizontal line.

Date: 31 December 2025