

# Gender Equality Plan (GEP) – KoHo pedagogija®/ KoHo pedagogy

## 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: Maja Jerčić  
Director / CEO

Signature: \_\_\_\_\_

Date: 31 December 2025