

# **Gender Equality Plan for Mozgó Mozi Kft.**

## **1. Introduction**

Mozgó Mozi Kft. is committed to fostering a diverse, inclusive, and equitable workplace where all employees, regardless of gender, can thrive. This Gender Equality Plan (GEP) outlines our commitment to promoting gender equality in all aspects of our operations, including film production, management, and organizational culture. This document is approved by senior management and is publicly accessible on our company website.

## **2. Objectives**

The objectives of this Gender Equality Plan are to:

- Promote equal opportunities for all genders in recruitment, career progression, and leadership roles.
- Integrate gender equality into the content and production processes of our films.
- Establish a safe and respectful workplace, free from gender-based discrimination and harassment.
- Provide ongoing training and resources to support gender equality within the organization.

## **3. Minimum Process-Related Building Blocks**

### **3.1 Public GEP**

This Gender Equality Plan is a formal document, publicly available on Mozgó Mozi Kft.'s official website, and is signed by top management, demonstrating our commitment to gender equality.

### **3.2 Dedicated Resources**

We have allocated dedicated resources, including a Gender Equality Officer, responsible for overseeing the implementation of the GEP. The company will also commit financial resources for training, data collection, and monitoring related activities.

### **3.3 Data Collection and Monitoring**

Mozgó Mozi Kft. will collect sex/gender disaggregated data on all personnel annually. Key indicators will be monitored, and progress will be reported annually. Data collection will include hiring rates, promotion statistics, pay equity, and retention rates disaggregated by gender.

### **3.4 Training**

We will provide regular training for all staff and decision-makers on gender equality, unconscious biases, and the importance of diversity. This will include workshops, seminars, and e-learning modules, designed to raise awareness and foster an inclusive culture.

## **4. Thematic Areas Addressed**

### **4.1 Work-Life Balance and Organizational Culture**

We are committed to creating a supportive work environment that allows all employees to balance their professional and personal responsibilities. Flexible working arrangements, such as remote work options and flexible hours, will be available to all employees. We will also promote a culture of respect and inclusion, ensuring that all voices are heard and valued.

### **4.2 Gender Balance in Leadership and Decision-Making**

Mozgó Mozi Kft. aims to achieve gender balance in leadership positions and decision-making bodies. We will set targets to increase the representation of women and other underrepresented genders in leadership roles. Mentoring and leadership development programs will be implemented to support this goal.

### **4.3 Gender Equality in Recruitment and Career Progression**

Our recruitment processes will be gender-neutral, and we will actively work to eliminate biases in hiring and promotion. Job advertisements will encourage applications from all genders, and selection panels will be diverse. We will also track career progression data to identify and address any gender disparities.

### **4.4 Integration of the Gender Dimension into Film Content**

We will actively seek to integrate a gender perspective into our film production processes. This includes considering gender representation in the scripts, cast, crew, and decision-making during production. Our goal is to produce content that reflects diverse perspectives and promotes gender equality.

### **4.5 Measures Against Gender-Based Violence Including Sexual Harassment**

Mozgó Mozi Kft. maintains a zero-tolerance policy towards gender-based violence, including sexual harassment. We have clear reporting mechanisms and support systems in place for employees who experience or witness such behavior. Regular training will be provided to all employees on recognizing, preventing, and addressing gender-based violence.

## **5. Implementation and Accountability**

The Gender Equality Officer will be responsible for the implementation of the GEP. Progress will be reviewed annually, and results will be reported to senior management. Any necessary adjustments to the plan will be made based on these reviews to ensure continuous improvement.

## **6. Communication**

This Gender Equality Plan will be communicated to all employees and stakeholders. It will be featured in our onboarding materials and included in regular company updates.

## 7. Conclusion

Mozgó Mozi Kft. is dedicated to achieving gender equality across all areas of its operations. Through the implementation of this plan, we strive to create a fair, inclusive, and equitable environment for all employees and collaborators.

2024.08.23.

Budapest

A handwritten signature in blue ink, appearing to read 'Kornel Sipos', is written over a horizontal dotted line. The signature is fluid and cursive.

Kornel Sipos

CEO of Mozgó Mozi Kft.