

Hortiriviera d.o.o.

Gender equality plan 2022-2025



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INTRODUCTION

Gender equality in Republic Croatia is regulated by the Gender Equality Act (OG/08, 69/17), hereinafter GEA.

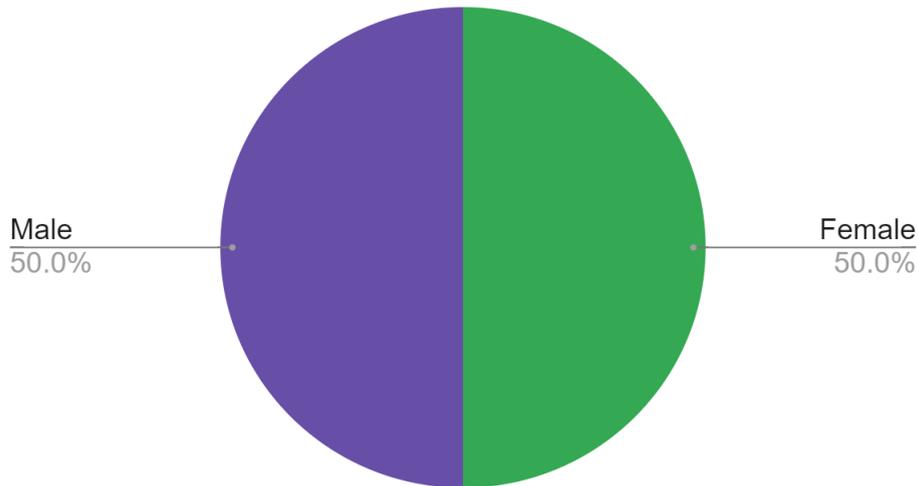
The Plan is adopted to encourage the creation and provision of a quality work environment, to help attract and retain successful employees by providing them with an appropriate evaluation of skills and performance.

Areas covered by the plan are human resources, company's management, company's communication, external/student workers, sexism and sexual harassment.

HUMAN RESOURCES

Hortiriviera implements employment protocols to avoid bias in recruitment. When hiring Hortiriviera applies objective criteria for employment for a particular job by a public tender procedure. The candidate is selected in accordance with defined criteria, competencies and experience, regardless of age and gender. This ensures there are no measures to promote the career advancement of persons of the underrepresented gender at the institutional level. There are no soft quotas, targets, or posts exclusively for women. Regarding the balance between professional and private life, all measures are listed in the Labour Law. All prescribed measures are available to employees. Finally, firm operates by the policy of equal pay. Salary does not depend on gender, which implies equal pay for equal complexity of work. Hortiriviera currently has 2 employees, half of them being women. The structure of employees by education is as follows:

Distribution of staff with higher education degree



In the area of human resources, the following measures will be implemented:

- Strengthening the availability of existing policies and services for staff.

The implementation of this measure will aim to maintain equal access to information for all employees and strengthen communication and information channels towards staff. Hortiriviera continues to support employees in balancing their professional and personal lives and ensures equality for all employees in selection, employment, work, and professional development.

Objectives

- more clarity on employees' rights and benefits provided
- ensuring equal access to information
- ensuring continued equality for all employees in the selection, employment, work, and professional development, and supporting employees in balancing their professional and personal lives.

Planned Activities

- a communication campaign on existing employee rights
- revision of available information on the intranet

Indicators

- communication campaign implemented
- availability of all relevant information to employees via intranet or appropriate services
- report on the impact of implemented activities

COMPANY'S MANAGEMENT

The institutional management of Hortiriviera is based on the relevant national documents such as the Labour Act (OG 93/14, 127/17, 98/19) and the Companies Act (OG 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 125/11, 152/11, 111/12, 68/13, 110/15, 40/19). These documents do not address gender issues, except in the parts dealing with the prohibition of discrimination. This Plan defines the work towards gender balance although Hortiriviera already has been actively promoting the long-term inclusion of women in management at all levels. As a result, there is gender balance in the ownership structure of the company but also in leadership positions of the company.

COMPANY'S COMMUNICATION

On the website, social media and internal documents, Hortiriviera strives to use gender-neutral language. The Hortiriviera's Public Relations pays special attention to promoting success of our women employees in women leadership conferences, on social media and in the national media. Due to the specifics of the Croatian language, there is a legal ambiguity regarding the use of scientific and teaching titles in legal documents, as existing legal regulations suggest that only the masculine gender should be used in legal documents. The measure provides for the revision of language practices in legal documents and the implementation of the conclusions of the analysis. The aim is to better understand institutional legal documentation and the experiences of the people to whom these documents are addressed. In the area of company's communication, the following measures will be implemented at Hortiriviera:

- gender-sensitive language in legal documents.

- establishment of a dedicated complaints system in cases of sexist communication

Objectives

- revision of language practices in legal documents
- dissemination of relevant information on equality and implementation of communication campaigns

Planned activities

- review of practices in legal documents
- implementation of review conclusions
- appropriate communication campaigns

Indicators

- change of language practice in legal documents
- implemented activities, number of users, media coverage of posts

EXTERNAL PART-TIME WORKERS

Hortiriviera hires external part-time workers, mostly students, who are located and work within the facility for key parts of the business related to assisting jobs such as packaging, loading, unloading of goods etc. Statistics show that 70% of part-time employees were women.

The following measure will be implemented at Hortiriviera:

- gender equality in processes and practice

Objective

- continuous provision of equal conditions for all students

Planned activities:

- communication campaign on gender equality in job tenders
- appointment of employees who will participate in the work

Indicators

- communication campaign conducted

- availability of all relevant information for students/external workers via the intranet or appropriate services

Indicators

- short-term: established communication complaints system dedicated to gender equality

SEXISM AND SEXUAL HARRASMENT

Harrasment and sexual harrasment constitute dicrimination within the GEA. Harassment is any unwanted behavior based on a a sex of a person, which is aimed at or that acctually constitutes a violation of personal dignity and which creates an embarrassing, hostile, degrading or offensive environment (Article 8, paragraph 2 of the GEA).

Sexual harrasment is any unwanted verbal, non-verbal or physical conduct of a sexual nature, which aims at or constitutes a violation of personal dignity, and in particular if it creates an unpleasant, hostile, degrading or abusive environment (Article, paragraph 3 of the GEA).

Sexual harrasment and violence are stricly prohibited. Hortiriviera has so far not encountered inappropriate behavior in the form of sexual harrasment on either the male or female side, but will carry out preventive activities in order to ensure a safe woking environment.

Objectives

- establishment of a complaints system dedicated to gender equality
- prevention of sexual harassment
- strengthening the confidence of employees and external workers in the institution

Planned Activities

- establishing of effective and regulated protocols for reporting complaints
- empowering employees to report harassment by informing them about existing protocols and services
- informing new employees about protocols and services

Indicators



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- established complaints system
- a report on the implementation of preventive empowerment and information activities
- a report on the long-term impact of the activities carried out

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The Plan is published on the Hortiriviera's website (www.pero.bio).

CEO
Davor Ćiković

Rijeka, 5. September 2022.