

Gender-Equality Plan 2025-2027

“Engineering the ocean-tech we want to see in the world also means engineering the culture that builds it.”— Hrvoje Mihovilović, Founder & CEO

Document summary

Item	Details
Organisation	ELNAV.AI d.o.o. (SME, Zagreb & Split, HR)
GEP validity	30 May 2025 – 30 May 2027 (rolling update every 24 months)
GEP officer	Hrvoje Mihovilović – Founder & CEO, hrm@elnav.ai
Approved by	Board of Managers, 20 May 2025
Public access	https://elnav.ai/gender-equality-plan/
Resources	0.05 FTE GEP officer (+ €4 000 p.a. training & outreach budget) 3:
Initial workforce	Founder/CEO (m), SW developer (m), admin officer (f)
Baseline share of women	33 % (1 / 3)
Target 2027	≥ 40 % women overall, ≥ 25 % in technical roles

1 Data collection & monitoring

Indicator	Baseline (2025)	2026 milestone	2027 target	Tools
Share of women (overall)	33 %	35 %	≥ 40 %	HRIS - Teamdeck
... in technical roles	0 % (0 / 2)	20 %	≥ 25 %	HRIS
Recruitment shortlist parity	–	≥ 30 % women	≥ 40 % women	ATS – Recruitee
Gender-balanced decision bodies	CEO + 1 advisor (m), no board yet	≥ 1 woman on advisory board	30 % women overall	Board charter
Pay-gap (same job, same level)	n.a. (no equivalent roles)	< 5 %	0 %	Annual compensation review
Uptake of work-life measures	–	1 flexible/remote agreement	2+ agreements	HR survey

*Data are collected **twice per year** by the GEP officer and reported to the board; anonymised statistics are published on the company website.*

2 Objectives, actions & timeline

No.	Objective	Key actions (lead → support)	KPI	Deadline
A1	Increase share of women in tech roles	• Blind-CV screening and ≥ 1 female interviewer per vacancy (HR → Tech lead)• Post ads in women-in-STEM communities (e.g., Women in AI Croatia)	≥ 25 % women in R&D	Jun 2027
A2	Eliminate gender pay gap	• Benchmark salaries annually (Mercer SME survey).• CEO signs off “equal pay for equal work” certificate.	Pay gap ≤ 5 % 2026; 0 % 2027	Dec 2026
A3	Foster work-life balance	• Formal “flexible work charter” (core hours 10-14h; remote up to 60 %).• 5 paid family-care days p.a.	≥ 75 % staff satisfied (survey)	Jan 2026
A4	Gender-sensitive leadership pipeline	• Set mentorship pairing scheme (female externals invited).• Budget two leadership courses p.a.	2 women complete leadership track	Jun 2027
A5	Zero-tolerance harassment policy	• Publish code-of-conduct; by-stander training for all staff.• Anonymous reporting channel (Glasno.hr)	100 % trained; 0 unresolved cases	Dec 2025
A6	Integrate gender dimension in R&I	• Checklist in every project kickoff (sensing bias, user impact).• Publish gender section in deliverables.	100 % new projects checked	Ongoing

3 Dedicated resources

- **Human** 0.05 FTE (≈ 1 day / month) GEP officer + 0.02 FTE HR admin
- **Financial** € 4 000 / yr earmarked for: equality training (€ 2 k), outreach (€ 1 k), mentorship honoraria (€ 1 k).
- **In-kind** Meeting room, SharePoint folder, HRIS analytics licence.

4 Governance & review cycle

1. **GEP officer** collects metrics every January & July.
2. **Management review** in February: progress, corrective actions, budget.
3. **Annual statement** (public) released each March.
4. **External check:** Croatian Employers’ Association (CEA) SME gender desk invited once per plan period (2026) for an informal audit.

5 Public communication & training

- GEP webpage (Croatian + English) hosts the plan, metrics and Code of Conduct.
- On-boarding bundle contains a one-page GEP fact-sheet and harassment policy.

- All employees complete **basic gender-equality & unconscious-bias training** within three months of hire (Coursera “Gender Equality in the Workplace” or equivalent).

6 Annex: Compliance checklist (Horizon Europe)

Requirement	Status
Publicly available document	✓ Published on website
Dedicated resources	✓ 0.05 FTE + budget
Sex-disaggregated data & monitoring	✓ Bi-annual HRIS export
Training & awareness	✓ Mandatory e-learning + mentorship

Why this matters for ELNAV.AI

ELNAV.AI is entering a traditionally male-dominated deep-tech niche (autonomous ocean robotics). **Embedding gender equality from day-one** gives us an edge in talent acquisition, investor due-diligence, and EU project eligibility. The targets are ambitious but realistic for a micro-SME that will likely double head-count in the next 24 months.

Approved 20 May 2025 – Version 1.0.

Signed for and on behalf of ELNAV.AI d.o.o.

Hrvoje Mihovilović

Founder & Chief Executive Officer
GEP Officer

Electronic signature:

Date: **30 May 2025**

Place: **Split, Croatia**

