

Gender Equality Plan (GEP)

F & Z Solutions is committed to promoting gender equality, diversity, and inclusion in all aspects of our work. We believe that equal opportunities and a respectful working environment strengthen innovation, collaboration, and the long-term success of our organization.

This Gender Equality Plan outlines our commitment to ensuring fair treatment and equal opportunities for all employees and collaborators.

Equal Opportunities

We provide equal opportunities in recruitment, employment, training, and career development regardless of gender, gender identity, or background. Hiring and promotion decisions are based on competence, experience, and performance.

Inclusive Work Environment

We aim to maintain a workplace culture based on respect, inclusion, and collaboration. Flexible working arrangements and respect for parental leave and caregiving responsibilities are supported whenever possible.

Prevention of Harassment and Discrimination

We maintain a zero-tolerance approach to discrimination, harassment, or bullying. All employees are expected to contribute to a professional, safe, and respectful work environment.

Gender Balance and Leadership

As the company grows, we aim to support balanced representation in teams, leadership roles, and decision-making processes whenever possible.

Monitoring and Responsibility

Company leadership is responsible for implementing this plan and reviewing it periodically. The plan will be updated as the organization grows and develops.

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