

1. Introduction

LoRaSi DOO is a for-profit SME engaged in innovation and R&D activities, specialized in AIoT and Digital Twin development projects. While our current team is small, we are committed to building inclusive and gender-aware practices as we grow. As part of our strategic commitment to responsible innovation and inclusive growth, we are voluntarily adopting this Gender Equality Plan (GEP) to promote gender balance, fairness, and inclusive workplace culture within our organisation.

Although not legally required under Horizon Europe rules, we recognize the importance of gender equality in driving innovation and team performance. This GEP outlines our commitment and the initial measures we are implementing in line with the European Commission's recommendations.

2. Legal and Organisational Profile

- **Organisation Name:** LoRaSi DOO
 - **Type:** Private for-profit SME
 - **Sector:** Innovation and Technology Development
 - **Size:** Micro-SME (1–10 employees)
 - **Location:** Scientific and Technological Park of Montenegro, Podgorica, Montenegro
 - **Primary Activity:** R&D and pilot innovation projects
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3. Commitment & Leadership Endorsement

At LoRaSi DOO, we believe that equality, respect, and inclusion are fundamental to a productive and innovative workplace. As the leadership of a micro-SME engaged in research and development, we recognize our responsibility to actively promote gender equality and support the professional growth of all employees.

We are committed to cultivating a fair and bias-free culture and aligning with the principles of responsible research and innovation. This Gender Equality Plan is a reflection of our intent to embed these values in our practices, scale our commitments as we grow, and contribute to a more inclusive innovation ecosystem.

The GEP is a public document available at: LoRaSi GEP 2025

4. GEP Building Blocks

4.1. *Public Document*

This document is publicly available and internally communicated. It will be reviewed annually.

4.2. *Dedicated Resources*

Given our small team size, the GEP is monitored by the company director, who is responsible for overseeing its implementation and progress.

4.3. *Data Collection and Monitoring*

While our employee base is small, we collect basic gender-disaggregated data and commit to tracking gender representation annually, especially as the team grows.

4.4. *Training and Awareness*

We aim to ensure awareness of gender equality issues by: - Including basic gender-awareness content in onboarding for any future employees - Attending at least one gender-related webinar or training annually (free or low-cost external resources)

5. Thematic Areas and Objectives

5.1. *Work–Life Balance and Organisational Culture*

- Support flexible work hours and remote work options
- Maintain open communication on work–life needs with all team members

5.2. *Gender Balance in Leadership and Decision-Making*

- Ensure inclusive decision-making by involving all team members, regardless of gender
- As the company grows, aim for balanced gender representation in leadership roles

5.3. *Gender Equality in Recruitment and Career Progression*

- Commit to unbiased and inclusive language in future job advertisements
- Ensure fair evaluation processes during recruitment and advancement

5.4. *Integration of Gender Dimension in R&I Content*

- When relevant, consider sex and gender differences in the design and evaluation of R&D projects, especially in health, social, or user-centered innovation

5.5. *Measures Against Gender-Based Violence and Harassment*

- Adopt a zero-tolerance stance on discrimination and harassment
 - Commit to establishing a clear reporting pathway as the team expands
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6. Implementation & Monitoring

- **Review Cycle:** Annual
 - **Responsibility:** Company director / GEP contact point
 - **Indicators:**
 - Gender balance snapshot (annual)
 - Participation in awareness training
 - Progress on outlined commitments
 - **Reporting:** Internal updates and review during annual planning
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7. Contact

For questions or feedback regarding this Gender Equality Plan: - **Contact:** Milan Maric -
Position: CEO - **Email:** lorasitech@gmail.com

8. Publication & Accessibility

This GEP is publicly accessible and intended to be linked in the EU Funding & Tenders Portal participant profile: - **Public URL:** LoRaSi GEP 2025

9. Approval & Signature

This Gender Equality Plan (GEP) has been formally endorsed by the senior management of LoRaSi DOO and will be reviewed annually. It reflects our commitment to gender equality and responsible innovation.

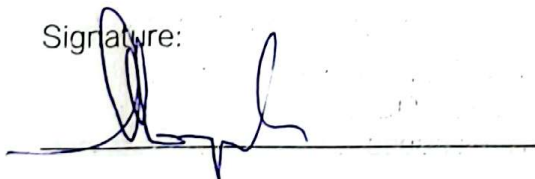
Signed by:

Name: Milan Maric

Position: CEO

Date: 21/07/2025

Signature:



This Gender Equality Plan is a living document and will evolve as LoRaSi DOO grows.