



Gender Equality Plan (GEP)

Organization: Postup Foundation

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1. Introduction

This Gender Equality Plan (GEP) sets out the organisation's commitment to promoting gender equality. The Postup Foundation is a non-governmental organisation based in Poland that conducts socially oriented activities in response to the Russian aggression against Ukraine, with a strong focus on humanitarian support, technological innovation, and post-war recovery.

One of its core priorities is the development of innovative solutions for dealing with large-scale demining in Ukraine. Through its flagship MinesEye project, the Foundation designs and tests UAV-based aeromagnetic systems capable of detecting landmines and unexploded ordnance (UXO) over large areas, including agricultural land and difficult terrain.

The organisation combines expertise in geophysics, engineering, and drone technologies to address the unprecedented scale of landmine contamination in Ukraine, where a significant portion of the territory is affected and requires long-term clearance efforts.



In addition to technological development, the Foundation supports humanitarian efforts, coordinates international cooperation, and contributes to rebuilding Ukraine through partnerships with scientific institutions, emergency services, and EU stakeholders.

Gender equality is highly relevant to the activities of the Postup Foundation, particularly in the context of post-conflict recovery, technological innovation, and humanitarian demining. Inclusive innovation improves research quality, while gender-sensitive approaches ensure that solutions address diverse needs and vulnerabilities. Equal participation strengthens recovery processes and aligns with EU requirements.

2. Work-Life Balance and Organisational Culture

The Postup Foundation is committed to fostering a supportive, inclusive, and flexible working environment that enables all team members to balance professional and personal responsibilities. Flexible working arrangements, including remote and hybrid work, are supported where feasible. Parental leave is provided in accordance with national legislation without negative impact on career progression. Employees with caregiving responsibilities are supported through adaptable work organisation.

The Foundation promotes an inclusive organisational culture based on respect, open communication, and equal opportunities. Planned improvements include formalisation of internal policies, development of inclusive communication guidelines, and additional support for staff involved in field missions.



3. Gender Balance in Leadership and Decision-Making

The Postup Foundation promotes balanced and inclusive participation in leadership and decision-making. Gender representation is monitored where feasible, and equal access to leadership roles is ensured. Although formal targets are not yet established, the Foundation is committed to developing them as it grows.

Inclusive decision-making is encouraged across all activities, including project planning and partnerships. Planned actions include introducing monitoring procedures, gender-sensitive selection criteria, and encouraging women's participation in STEM and field-based activities.

4. Gender Equality in Recruitment and Career Progression

The Foundation ensures fair, transparent, and inclusive recruitment and career development. Job descriptions are gender-neutral and based on relevant competencies. Selection processes are structured and based on clear criteria to minimise bias.

Equal opportunities are provided to all candidates, and applications from underrepresented groups are encouraged, particularly in technical fields. Planned actions include formal recruitment guidelines, awareness of unconscious bias, and monitoring gender balance among applicants and selected candidates.



5. Integration of the Gender Dimension into Research and Teaching

The Foundation integrates gender considerations into research and innovation, particularly in demining and environmental monitoring. Projects may account for gender-specific differences in land use, mobility, and risk exposure.

Training and dissemination activities are conducted in an inclusive manner. Planned actions include developing internal guidance on gender in research and aligning proposals with Horizon Europe requirements.

6. Measures Against Gender-Based Violence and Sexual Harassment

The Foundation applies a zero-tolerance approach to gender-based violence, discrimination, and sexual harassment. Reporting mechanisms are available through designated contact persons, and all cases are handled confidentially.

A respectful working culture is promoted through awareness and communication. Planned actions include establishing a code of conduct, defining procedures, and integrating awareness into onboarding and project activities.

The Foundation is committed to raising awareness and building capacity on gender equality and respectful workplace behaviour. At least once per year, all team members will participate in a basic awareness session covering gender equality principles, prevention of discrimination and harassment, and inclusive



communication. New staff and collaborators will be informed about these principles during onboarding. Additional targeted guidance may be provided to management and project leaders to support the integration of gender considerations into organisational practices and project activities.

7. Implementation, Monitoring, and Evaluation

Implementation of the Gender Equality Plan is coordinated by Ganna Tereshchenko, Member of the Management Board, who allocates at least 10% of her working time to the implementation and monitoring of the GEP.

For any questions, feedback, or suggestions related to gender equality, staff and collaborators may contact: **anna.tereshchenko@postup.com.pl**

Gender-disaggregated data will be collected and monitored on a regular basis, including information on team composition, participation in activities, and representation in leadership and technical roles. Progress will be reviewed annually to support continuous improvement and alignment with Horizon Europe requirements.

8. Communication and Dissemination

The GEP will be communicated internally and made publicly available where appropriate. Staff and collaborators will be informed through internal channels, and gender equality principles will be integrated into organisational communication.



The Foundation promotes inclusive language, awareness during onboarding, and transparency in external communication.

9. Approval

Name and position: **Vlad Kozak, Director (CEO) of the Foundation**

Signature: Vlad Kozak

Date: 7th of April 2026

