



**GENDER EQUALITY PLAN (GEP)
AGROINSURANCE INTERNATIONAL LLC.**

Content

PREAMBLE:.....2
LEGISLATIVE FRAMEWORK FOR THE IMPLEMENTATION OF THE PRINCIPLE OF GENDER
EQUALITY AT AGROINSURANCE INTERNATIONAL2
GENDER EQUALITY PLAN OF AGROINSURANCE INTERNATIONAL: GOAL AND APPROACH 2
OBJECTIVES AND MEASURES SET WITHIN THE FRAMEWORK OF THE IMPLEMENTATION OF
THE GENDER EQUALITY PLAN AT AGROINSURANCE INTERNATIONAL:3
1. ESTABLISHMENT OF A GENDER EQUALITY COMMISSION AT AGROINSURANCE INTERNATIONAL 3
2. INTRODUCTION OF A WOMEN-SUPPORTING APPROACH AT AGROINSURANCE INTERNATIONAL 4
3. INTRODUCTION OF THE PRINCIPLE OF GENDER EQUALITY IN QUALITY ASSURANCE AND EVALUATION 4
MECHANISMS 4
4. INTEGRATION OF THE GENDER ASPECT INTO RESEARCH AND TEACHING 5

Preamble

AgroInsurance International LLC. considers the principle of equality as one of the main characteristics / indicators of the quality of research, technical assistance and capacity building, that are the core business activities of the company. Ensuring equal opportunities, eliminating discrimination and fostering a culture of respect for diversity provide an essential basis for the implementation of these principles.

AgroInsurance International LLC. is an open and intercultural company focused on gender equality and family values, which considers the diversity of its clients and partners as a productive resource and opposes all forms of discrimination based on personal or social characteristics. Our company is focused on creating supportive and motivating working environments for all our clients and partners worldwide. Thus, it resists all forms of discrimination that may arise on the grounds of ethnicity, sex, religion or worldview, age, special needs or gender identity.

AgroInsurance International LLC. expresses its commitment to the observance and implementation of the principle of gender equality and adherence to the relevant values in its mission and vision and also confirms and extends through this document.

This plan reflects the approach defined by AgroInsurance International LLC. regarding the introduction of the principle of gender equality at the level of consulting business culture and measures to be implemented at all times of company's business operation.

Legislative Framework for the Implementation of the Principle of Gender Equality at AgroInsurance International LLC.

AgroInsurance International LLC. defines and implements the principle of gender equality in accordance with the Constitution of Georgia and the legislation of Georgia, which implies "ensuring equal rights and opportunities for women and men". As an international consulting company, the AgroInsurance International LLC. also assumes the obligations established by the Law of Georgia, which implies the following:

1. "Prohibition of any forms of discrimination on any ground such as academic, ethnic, social or religious affiliation, and/or opinion, sex and other grounds";
2. "Equal treatment irrespective of the ethnic origin, sex, social origin, and the political or religious affiliation of a person"; and also
3. The obligation under the Law of Georgia "On Combating Crimes against Sexual Freedom and Inviolability". AgroInsurance International LLC. is also committed to the Law of Georgia on Gender Equality.

Gender Equality Plan of AgroInsurance International LLC.: Goal and Approach

The present plan serves to ensure the in-depth and systematic implementation of the principle of gender equality and relevant values, both at the institutional structure and at business operation while delivering consulting services on numerous projects worldwide, in research, technical assistance and capacity building activities for its clients and partners, as well as company management.

The structure and approach of the Gender Equality Plan take into account the basic principles and recommendations of the European Commission Gender Equality Strategy (Gender Equality Strategy for 2020-2025) and the European Research Area (European Research Area) on the specifics of ensuring gender equality in the administrative sphere as well as in the fields of training, research and innovation. Among them, the following aspects are considered:

- Work-life balance and organizational culture
- Gender balance in leadership and decision making
- Gender equality in recruitment and career progression
- Integrating the gender dimension into research and training content
- Measures against gender-based discrimination/violence, including sexual harassment.

Objectives and Measures Set Within the Framework of the Implementation of the Gender Equality Plan at AgroInsurance International LLC.

1. Establishment of a Gender Equality Commission at AgroInsurance International LLC.

AgroInsurance International LLC. makes efforts focused on the protection and implementation of the principle of gender equality and relevant measures in the fields of consulting business operation, project management and other (research) activities.

One of the company's top priorities in the Gender Equality Plan is its integration into the concept of organizational development and business culture promoted by AgroInsurance International LLC. through its social activities (AgroInsurance International Conference – www.agroinsconf.com) and workshops.

In the administrative field, the principle of gender equality is integrated into the management and quality assurance tools and evaluation mechanisms. It is also declared as one of the important prerequisites for the strategic development of the company and a priority related to the social responsibility of the company.

In order to implement and promote the principle of gender equality at the management level, the company established a Gender Equality Commission, which will be tasked with developing concepts for gender equality support as well as of developing, coordinating and monitoring policies for their implementation and development processes across the projects delivered by AgroInsurance International LLC. worldwide. The main tasks of the mentioned commission during the next 5 years are as follows:

- A) To support decentralized structures and initiatives to promote gender equality in the areas of research and capacity building projects;
- B) To intensify the implementation of the company's Concept of Gender Equality and the introduction of an effective monitoring system;
- C) To introduce an effective mechanism of measures to combat cases of gender discrimination and their preventive measures throughout the projects of the company;

2. Introduction of a Women-Supporting Approach at AgroInsurance International LLC.

In order to promote the involvement of women in the administrative and research activities of the company, the AgroInsurance International LLC. plans to introduce a women-oriented approach, within which a plan will be developed to promote the involvement of women in the management, research and other consulting activities of the company. In order to develop a plan over the next 5 years, the company plans to carry out the following activities:

1. Study of opinions and assessments among contracted consultants, clients and partner organizations regarding the state of gender equality at AgroInsurance International LLC., with special emphasis on the involvement of women in research and administrative activities, to identify the existing problems in this direction and to develop ways to solve these problems in the approach of supporting women.
2. Taking measures to promote equal access to career development for women through special trainings and involving in new consulting opportunities.
3. In the context of pandemic-induced constraints, conduct the study of specific factors that have an impedimental effect women's work-life balance. These include identifying the special needs of women associated with the transition of work place and research activities to online mode, the closure of kindergartens and the need to find and mobilize additional financial, labor and moral resources caused by this problem; identification of these factors and development of the ways to address them in the Women Support Plan.

These measures, in turn, will help the company's Gender Equality Commission to obtain relevant information about the state of gender equality across the company activities, the problems, and the views and approaches to solving these problems. This information will serve as an important basis for the development and implementation of effective policies to promote the involvement of women as well as the introduction and development of the principle of gender equality.

3. Introduction of the Principle of Gender Equality in Quality Assurance and Evaluation Mechanisms

In parallel with the implementation of measures to promote gender equality in company management, AgroInsurance International LLC. also plans to integrate the principle of gender equality and related values into the research mechanisms, quality assurance and evaluation of company management. In particular, this principle will be introduced as an important quality indicator/evaluation criterion in reports, concepts and plans for organizational and staff (both

operational and administrative) development, to be submitted to the company, where the aspect of equal treatment and gender equality will be integrated into the context of individual evaluations (e.g. coaching, developing competences, training and research activities, in administrative staff assessment, in the concepts of project internationalization, in the concept of development focused on the next generation of researchers and consultants). This will contribute to the introduction and implementation of the concept of gender equality throughout the company.

4. Integration of the Gender Aspect into Research, Technical Assistance and Capacity development consulting services

In the field of company's consulting activities, in order to promote the idea of Gender Equality, the company has implemented a number of events, including the AgroInsurance International Conferences (www.agroinsconf.com), which has been held every other year since 2013 in Ukraine, Turkey, Georgia and Serbia. This conference is dedicated to numerous technical aspects of the global agricultural insurance culture and challenges in the field of Gender Equality. Issues such as: Gender Equality and Women in Power, are presented as the main lines when selecting the presenters and presentations of the conferences. The papers presented at our conferences are always equally selected among the men and women.

To promote gender equality in research and capacity building, the company also plans to support the development and implementation of gender equality-oriented activities, research projects and incentive programs, including activities with a direct purpose of:

1. Raising awareness and respect for the topic of gender diversity;
2. Development and implementation of a family-compatible concept of career development;
3. Introduction of effective cooperation and communication mechanism between administrative and research staff on gender equality issues;
4. Development and implementation of optimal mechanisms for the timely identification of gender discrimination and the implementation of appropriate restrictive measures.

These measures, in turn, will contribute to improving the effectiveness of the work of the Gender Equality Commission and the continuous development of the company's concept of gender equality and policy, ensuring the high involvement of company's researchers in it.

Yan V. Shynkarenko

CEO

Agroinsurance International

