



NetHub

Gender Equality Plan

January 2026.

Introduction

This document outlines the Gender Equality Plan (GEP) of E.C.H.R. D.O.O. (NetHub). The GEP demonstrates NetHub's commitment to promoting gender equality across its organisational structure, activities, and innovation ecosystem, in line with the Horizon Europe eligibility requirements and the EU Gender Equality Strategy.

As a knowledge-intensive organisation operating at the intersection of **healthcare**, **research**, **innovation** and **policy**, NetHub recognises that gender equality is a prerequisite for excellence, inclusiveness, and impact in innovation. This Gender Equality Plan applies to NetHub's internal operations as well as to its externally facing activities, including innovation programmes, events, mentoring, and EU-funded projects.

Commitment to Gender Equality

NetHub is committed to fostering an **inclusive**, **respectful**, and **equitable working environment**, where individuals of all genders have equal opportunities to contribute, develop, and thrive. Gender equality is understood as a strategic organisational value, closely linked to:

- **responsible health innovation**,
- **high-quality entrepreneurship support**,
- **inclusive ecosystem building**, and
- **fair access to professional opportunities**.

NetHub actively works to remove structural, cultural, or organisational barriers that may limit equal participation or career development. The organisation is committed to **combating stereotypes**, **bias**, and **discrimination**, and to promoting diversity as a driver of innovation quality and societal impact.

NetHub adheres to the following principles:

- Equal participation in organisational activities, projects, decision-making, and dissemination.
- Fair and transparent recruitment and selection processes, based on competence and merit.
- Work-life balance, flexibility, and well-being for all genders.
- Zero tolerance for discrimination, harassment, or gender-based bias.
- Awareness raising and capacity building on gender equality and inclusion.

Organisation Description

NetHub is Croatia's leading health innovation hub and business accelerator, dedicated to advancing innovation across digital health, MedTech, and pharma. With offices in Split and

Zagreb, NetHub provides national coverage while maintaining strong European and international engagement through EU-funded projects and networks.

At NetHub, gender is not, and will not be, a criterion in recruitment, hiring, promotion, or allocation of responsibilities. All personnel-related decisions are based on professional qualifications, experience, performance, and organisational requirements. In addition to employees, NetHub regularly engages various collaborators and industry experts to support activities, including training, mentoring, event organisation, and project implementation. Responsibilities and levels of seniority are defined according to project needs, expertise, and scope of work. NetHub is fully committed to ensuring that access to roles, leadership opportunities, and career development pathways is **fair, transparent, and free from discrimination.**

NetHub actively supports continuous learning and professional development for all staff and collaborators. Equal access is ensured to training opportunities, mentoring roles, project leadership positions, and external representation, including participation in conferences, panels, and innovation events. Where possible, NetHub seeks to promote balanced representation in its public-facing activities, while maintaining a merit-based approach.

Work-life balance is embedded in NetHub's organisational culture. The organisation supports **flexible working arrangements** and **adaptive workload planning**. This approach enables individuals to reconcile professional responsibilities with personal and family commitments and ensures that parental responsibilities or periods of leave do not negatively affect professional engagement or development.

This GEP formalises NetHub's existing practices and provides a structured framework for ongoing monitoring and improvement.

Strategic Areas

1. Work-Life Balance and Organisational Culture

Objective:

- To promote awareness of gender equality and foster an inclusive organisational culture that supports work-life balance for all genders.

Measures:

- Publish the Gender Equality Plan on NetHub's website and through internal communication channels.
- Promote the use of inclusive and gender-sensitive language in all official communications, guidelines, and institutional documents.

- Support flexible working arrangements and workload planning in line with NetHub's business model.
- Encourage open dialogue on inclusion, diversity, and well-being.

Target:

- NetHub's core staff and relevant external stakeholders.

Responsible:

- NetHub management team.

2. Gender Balance in Management, Recruitment, and Career Progression

Objective:

- To ensure equal opportunities in recruitment, role allocation, leadership, and professional development.

Measures:

- Apply transparent, merit-based criteria in recruitment and project staffing processes, ensuring no discrimination.
- Promote equal access to leadership roles within projects, programmes, and organisational activities.
- Encourage participation in training, mentoring, and professional development activities without gender-based distinction.

Target:

- Candidates, staff members, collaborators, and project participants.

Responsible:

- NetHub management, project managers, and coordination team.

3. Integrating Gender into Events and Programme Participation

Objective:

- To integrate the gender dimension into NetHub's innovation programmes, events, and external activities.

Measures:

- Promote gender balance among speakers, panelists, mentors, jury members, and participants in events and programmes.
- Ensure equal outreach and invitation practices for participation in conferences, meetups, workshops, and innovation programmes.
- Monitor gender composition of participants and speakers in major events and programmes to track progress over time.

Target:

- Staff, programme participants, mentors, speakers, startups, and external stakeholders.

Responsible:

- NetHub management, programme leads, and event coordinators.

4. Preventing and Combating Gender Bias and Harassment

Objective:

- To ensure respect, safety, and the absence of discrimination or harassment as core organisational values.

Measures:

- Integrate clear provisions on the prohibition of gender bias and harassment into NetHub's internal policies and codes of conduct.
- Inform staff, collaborators, mentors, and other relevant external partners about these policies.
- Establish confidential channels for reporting incidents of discrimination or harassment, ensuring protection from retaliation.
- Promote a culture of respect, inclusion, and diversity across all organisational and ecosystem activities.

Target:

- Staff, collaborators, mentors, programme participants, and event participants.

Responsible:

- NetHub management, core staff and all external partners.

5. Monitoring and Review

The implementation of this GEP will be periodically monitored through qualitative and quantitative indicators, including gender-disaggregated data where appropriate. The plan will be reviewed and updated as needed to reflect organisational development, regulatory requirements, and lessons learned from implementation.

Marko Mimica,
CEO

Signature



Date of signature
15.1.2026.