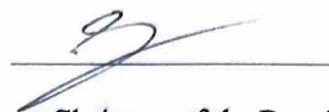


Approved by:



Gustavs Mārtiņš Upmanis, Chairman of the Board

1st of April, 2026

Gender Equality Plan 2026–2028

SIA Visas Iespējas

Rīga, 2026

Alongside youth empowerment, gender equality is a fundamental value of Visas Iespējas and an essential condition for achieving a sustainable social impact. As a social enterprise working with diverse groups of young people and stakeholders, the organisation recognises its responsibility to promote equal opportunities and prevent discrimination in all its activities.

This Gender Equality Plan (GEP) for the time period 2026–2028 has been developed to establish a structured approach to integrating gender equality into organisational culture, decision-making, and programme implementation. The plan aims to ensure that all individuals – regardless of their gender – have equal access to opportunities, resources, and participation within the organisation.

Dedicated Resources

Visas Iespējas commits to allocating appropriate human and organisational resources to the implementation of this plan. Such measures have been taken into consideration while organising various projects and programmes, in order to ensure that the target audience, mainly Latvian youth, have equal access to opportunities and resources, regardless of their social status, gender, and other subjective qualities.

Internally, responsibility for coordinating gender equality measures will be assigned to a designated staff member, working in close cooperation with the management team. This role includes overseeing implementation, monitoring the progress regarding the implementation of these strategic measures, and ensuring alignment with organisational values.

Where necessary, external expertise in gender equality will be engaged, particularly in relation to training and evaluation. Gender equality considerations will be integrated into existing operational processes rather than treated as a separate activity, ensuring sustainability and continuity of the measures outlined in this plan.

Data Collection and Monitoring

In order to ensure evidence-based decision-making, Visas Iespējas will systematically collect and analyse gender-disaggregated data. This includes data on employees, leadership structures, and, where relevant, participants in programmes and services.

The responsible staff member will prepare an annual internal review assessing gender balance across roles, recruitment outcomes, and participation levels. These data will be used to identify trends, potential inequalities, and areas for improvement. Monitoring will be based on a set of simple indicators, such as gender distribution in leadership positions and participation in organisational activities.

The results of this monitoring will inform future actions and will be summarised in a short annual GEP progress report, which will be prepared and shared internally (and externally when appropriate).

Training and Awareness

Raising awareness and building internal capacity are key components of this plan. Visas Iespējas will ensure that staff and decision-makers have access to training on gender equality, inclusive practices, and unconscious bias.

Training activities will be organised at least once annually and may be supplemented by workshops, discussions, or internal knowledge-sharing sessions. Gender equality principles will also be introduced as part of onboarding processes for new employees, ensuring a shared understanding across the organisation.

Through these efforts, the organisation aims to create and maintain a culture of inclusivity, respect, and critical reflection.

Work-life balance

Visas Iespējas is committed to maintaining a supportive and inclusive organisational culture that respects the personal needs of its employees. The organisation promotes flexible working arrangements, including adaptable working hours and remote work options, where feasible. Overtime working is not a common practice within the organisation, as well as employees are trusted and encouraged to manage their working hours as is best suitable to their needs and daily regimes. The organisation also offers access to health insurance for all its employees.

Special attention is given to preventing excessive workloads and creating a healthy balance between professional and personal life. Regular feedback from employees is collected to better understand their needs and improve the working environment. Through these measures, the organisation aims to ensure that all employees feel valued, supported, and able to perform their roles effectively.

Gender Balance in Leadership and Decision-Making

Ensuring balanced representation in leadership and decision-making processes is essential for inclusive governance. Visas Iespējas is committed to promoting equal participation of all genders in leadership roles and strategic discussions. Currently, as of April 2026, in Visas Iespējas' management positions there is a 50/50 gender distribution, with 2 men and 2 women being a part of the upper management team.

The organisation will monitor gender representation within management and decision-making structures and will take proactive steps to encourage applications from underrepresented groups when leadership opportunities arise. Transparent procedures will be applied to appointments and role allocation, ensuring fairness and accountability.

Visas Iespējas ensures that all recruitment and career development processes are based on principles of equality, transparency, and non-discrimination. Job descriptions and recruitment

materials will be formulated in a gender-neutral manner, and selection decisions will be based on clear and objective criteria.

The organisation is committed to providing equal opportunities for career development and progression. Where possible, internal processes will be reviewed to identify and eliminate potential biases. Regular monitoring of recruitment outcomes will help ensure that no gender is systematically disadvantaged.

Integration of the Gender Dimension into Activities

As a social enterprise, Visas Iespējas integrates gender equality considerations into its programmes, services, and communication. The organisation seeks to ensure that all activities are accessible and relevant to diverse groups, avoiding stereotypes and promoting inclusivity.

Gender-sensitive approaches are applied in programme design, outreach, and content creation. Efforts are made to represent diverse voices and experiences, thereby contributing to a more inclusive public narrative. Participation data will be monitored to ensure balanced access and engagement across genders.

Measures Against Gender-Based Violence and Sexual Harassment

Visas Iespējas maintains a zero-tolerance approach towards gender-based violence and sexual harassment. A safe and respectful working environment is considered a fundamental right of all employees and collaborators.

The organisation will ensure that clear procedures are in place for reporting and addressing incidents confidentially and effectively. All staff members will be informed about these procedures and their rights. In addition, internal policies, such as a code of conduct, will outline expected standards of behaviour and reinforce a culture of respect.

This Gender Equality Plan is a public document and will be published on the Visas Iespējas website. Progress will be reviewed annually, and updates will be made where necessary.