
GENDER EQUALITY PLAN (GEP)

KÁRÁSZY Kft. (KARSUS Brand – Professional Shock Absorbers)

Company Identification

Registered Office / Billing and Correspondence Address:

1033 Budapest, Szőlőkert utca 11., Hungary

Phone:

+36-1/349-8193, +36-1/349-9143

EU VAT Number:

HU10968367

Company Registration Number:

01-09-364505

1. Introduction

KÁRÁSZY Kft. is committed to promoting gender equality and ensuring equal opportunities for all employees, regardless of gender. As a company operating in engineering and manufacturing, we recognise the importance of diversity, inclusion, and equal treatment in fostering innovation, performance, and sustainable growth.

2. Equal Opportunity and Non-Discrimination Policy

KÁRÁSZY Kft. ensures that all employees and job applicants are treated equally.

Discrimination based on gender, age, ethnicity, religion, disability, sexual orientation, or any other personal characteristic is strictly prohibited.

All employment decisions, including recruitment, promotion, training, and compensation, are based solely on professional qualifications, performance, and business needs.

3. Recruitment and Career Development

The company is committed to fair and transparent recruitment processes. Job advertisements and selection procedures are designed to ensure equal access for all candidates.

Career development opportunities are provided equally to all employees. The company encourages participation in professional training and supports individual career progression regardless of gender.

4. Work-Life Balance

KÁRÁSZY Kft. recognises the importance of balancing professional and personal responsibilities. Where operationally feasible, the company supports flexible working arrangements and takes into account individual needs related to family responsibilities.

5. Safe and Respectful Work Environment

The company maintains a workplace free from harassment, bullying, and any form of inappropriate behaviour. All employees are expected to treat each other with respect and professionalism.

Any complaints related to discrimination or harassment will be handled confidentially and addressed promptly.

6. Implementation and Responsibility

The implementation of this Gender Equality Plan is overseen by the Managing Director of KÁRÁSZY Kft., who ensures that the principles outlined in this document are applied in daily operations.

The company will periodically review its practices to ensure continued compliance with equality principles and relevant EU guidelines.

7. Public Availability

This Gender Equality Plan is available within the company and can be provided to relevant partners, authorities, or stakeholders upon request.

Place: Budapest, Hungary

Name: Balázs Kárászy

Position: Managing Director

Signature: _____