

# Diversity, Inclusion & Gender Equality Policy

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## 1. Purpose & Commitment

OXCCU TECH LTD is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and gender equality. Our human capital is the most valuable asset we have. The collective sum of our employees' individual differences, experiences, knowledge, innovation, and unique capabilities represents a significant part of our culture, reputation, and achievements.

This policy integrates our Diversity & Inclusion framework with our Horizon Europe-compliant Gender Equality Plan, ensuring alignment with international best practice and European Commission eligibility criteria.

## 2. Scope

This policy applies to all employees at OXCCU.

## 3. Core Principles

### A. Diversity & Inclusion

- We embrace and encourage differences in age, colour, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics.
- Our diversity initiatives extend to recruitment, selection, training, promotions, and employment practices.
- All employees are expected to demonstrate respectful communication, teamwork, and inclusion in all work activities and events.

### B. Work-Life Balance & Organisational Culture

- Working policies support different needs, including caregiving responsibilities.
- Parental leave is supported and respected.

### C. Gender Balance in Leadership & Decision-Making

- Where possible we aim for balanced representation across the organisation.
- Transparent selection criteria for leadership recruitment.

### D. Recruitment & Career Progression

- Job adverts use inclusive language and avoid gender bias.
- Promotion criteria recognise the impact of career breaks and caregiving responsibilities.
- A culture of mentorship to support under-represented groups.

### E. Research & Teaching Integration

- All R&D projects assess and integrate gender/sex dimensions where relevant.

- Gender perspectives are embedded in project design and teaching.

## F. Measures Against Discrimination & Harassment

All employees of OxCCU have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from their line manager or the Gender Equality Officer (GEO).

## 4. Implementation & Accountability

Responsibility	Description
Gender Equality Officer (GEO)	Oversees implementation, reporting, and communications.  Monitors progress, tracks KPIs, and recommends improvements
Executive Oversight	The CEO reviews progress and integrates results into strategy

## 5. Awareness

The GEO is enabled sufficient time and budget to implement this policy and the budget to periodically awareness campaigns promote a respectful and inclusive workplace.

OxCCU will provide training for all staff on inclusivity and diversity to educate our staff on unconscious bias and to promote an inclusive place of work. Training will occur at induction and periodically thereafter.

## 6. Review & Continuity

This policy will be reviewed annually, with input from staff, leadership, and stakeholders. Updates will be made to reflect best practice and regulatory requirements.

This policy will be published on OXCCU's website for transparency.

Andrew Symes

Chief Executive Officer, OXCCU TECH LTD