

POLICY INFORMATION

Item	Details
Company Legal Name	Beyond Blood Diagnostics Ltd
Company Number	13826151
Registered Office	242 Acklam Road, London, England, W10 5JJ
Company Status	Active Private Limited Company
Incorporated	4 January 2022
Sector	Research and experimental development in biotechnology, natural sciences and engineering
Website	www.beyondblood.co
Effective Date	15 January 2024
Review Cycle	Annual
Public Status	Publicly available company policy

Management Approval

This policy is endorsed by senior management and forms part of Beyond Blood Diagnostics Ltd's governance and operational framework.

The company commits to:

- Maintaining a respectful, inclusive and non-discriminatory workplace.
- Allocating appropriate resources to equality implementation.
- Providing awareness and inclusion training.
- Monitoring equality-related indicators proportionately.
- Preventing discrimination, harassment and gender-based violence.
- Supporting fair recruitment, leadership and progression opportunities.

Approved By

Name	Role	Date	Signature
Manfredi Giovanni San Martino D'Aglie di San Germano	Director	15 January 2024	<i>Manfredi San Germano</i>
Judah Chellappa	Chief of Staff	15 January 2024	<i>Judah Chellappa</i>

1. Purpose and Organisational Commitment

Beyond Blood Diagnostics Ltd is a London-based biotechnology company developing portable, low-power microfluidic diagnostic platforms integrating photonic, optical and sensing technologies for label-free blood cell analysis, rare-cell detection including circulating tumour cells, and patient-centred diagnostic applications across oncology, hematology and broader health monitoring.

The company recognises that equality, inclusion and respectful organisational culture are essential to:

- 1.1 Responsible research and innovation
- 1.2 Scientific integrity and team performance
- 1.3 Public and patient trust
- 1.4 Fair and inclusive technology development
- 1.5 Long-term organisational sustainability

This policy establishes the company's commitments, governance structures, monitoring mechanisms, implementation actions and review processes relating to equality, inclusion and workplace culture.

The framework incorporates:

- i. Publication and management commitment
 - ii. Dedicated implementation resources
 - iii. Monitoring and data review
 - iv. Staff awareness and training
 - v. Work-life balance and inclusive culture
 - vi. Leadership and decision-making equality
 - vii. Recruitment and career progression fairness
 - viii. Responsible innovation considerations
 - ix. Prevention of harassment and discrimination
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2. Organisational Context

Beyond Blood Diagnostics Ltd operates in a research, engineering and medical diagnostics environment involving laboratory operations, product development, technical hiring, collaboration, grant activity and clinical or patient-related considerations.

The company recognises that workplace equality and inclusion are important both internally and externally:

Internally

- 2.1 Supporting fair career development
- 2.2 Building inclusive technical teams
- 2.3 Maintaining respectful collaboration
- 2.4 Supporting wellbeing and retention

Externally

- 2.1 Ensuring responsible innovation
- 2.2 Designing technologies relevant to diverse users and patient populations
- 2.3 Supporting fair access and usability
- 2.4 Strengthening stakeholder trust

3. Governance and Accountability

Governance Structure

Role	Responsibilities
Board / Directors	Approve and review the policy, support implementation and escalation of serious concerns
Management Sponsor	Ensure proportional implementation and resource allocation
Equality / GEP Lead	Coordinate actions, training, monitoring and annual review
Hiring Managers	Apply fair recruitment and promotion processes
Staff and Contributors	Maintain respectful conduct and comply with company expectations

Dedicated Resources

The company allocates proportional operational resources for:

- 3.1 Policy maintenance
- 3.2 Monitoring and reporting
- 3.3 Training delivery
- 3.4 Equality awareness
- 3.5 Internal reporting procedures
- 3.6 External advisory support where required

As the organisation grows, implementation responsibilities may expand into dedicated HR, People, Compliance or external advisory functions.

4. Equality Monitoring and Data Review

Beyond Blood Diagnostics Ltd collects and reviews equality-related indicators proportionately, lawfully and in accordance with applicable privacy obligations.

Monitoring Areas

Indicator	Frequency	Responsible Party
Gender distribution by role/function	Annual	Equality Lead
Leadership and management representation	Annual	Management Sponsor
Recruitment pipeline metrics	Per hiring cycle / annual	Hiring Managers
Progression and development access	Annual	Management Sponsor
Training completion	Annual	Equality Lead
Flexible working and leave uptake	Annual	Operations / HR
Reports of harassment or discrimination	Ongoing / annual review	Management Sponsor

Monitoring Principles

- 4.1 Monitoring is proportionate to company size.
- 4.2 Small-number data is aggregated where appropriate.
- 4.3 Personal and sensitive information is protected.
- 4.4 Data is used to improve organisational decision-making and reduce barriers.

Annual Review

An internal annual review note may include:

- 4.1 Actions completed
- 4.2 Open actions
- 4.3 Monitoring outcomes
- 4.4 Identified risks
- 4.5 Areas for improvement
- 4.6 Recommendations for updates

5. Training and Awareness

Training is integrated into onboarding and refreshed periodically where appropriate.

Core Training Areas

Training Topic	Audience	Intended Outcome
Equality and inclusive workplace principles	All staff and regular contractors	Shared understanding of standards and expectations
Unconscious bias awareness	Leadership, hiring managers, interviewers	More consistent and fair decision-making
Harassment prevention	All staff and contributors	Awareness of reporting routes and zero-tolerance expectations
Gender dimension in innovation and product design	Research, engineering and product teams	Better consideration of diverse user needs

Training may be delivered through:

- 5.1 Onboarding processes
- 5.2 Internal workshops
- 5.3 Online modules
- 5.4 Team discussions
- 5.5 External advisors where appropriate

6. Work-Life Balance and Organisational Culture

The company seeks to maintain a high-performance culture that also supports wellbeing, inclusion and respectful collaboration.

Workplace Culture Commitments

- 6.1 Flexible working arrangements where operationally feasible
 - 6.2 Respect for caregiving, parental and health-related responsibilities
 - 6.3 Inclusive meeting and communication practices
 - 6.4 Respectful technical discussion and collaboration
 - 6.5 Support for psychological safety and evidence-based debate
 - 6.6 Avoidance of unnecessary out-of-hours expectations where possible
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7. Leadership and Decision-Making Equality

Leadership opportunities are intended to be allocated transparently and fairly.

This includes:

- 7.1 Project ownership
- 7.2 Technical leadership
- 7.3 Grant leadership
- 7.4 Conference participation
- 7.5 Public representation
- 7.6 Management responsibilities

Measures

Area	Approach
Leadership opportunities	Transparent criteria and documentation
Senior hiring	Diverse candidate sourcing where possible
Mentoring and development	Feedback and development support
Decision-making	Inclusive participation and recorded decisions

8. Recruitment, Selection and Career Development

The company applies structured and transparent recruitment and progression processes.

Recruitment Principles

Stage	Commitment
Role Design	Essential criteria defined clearly and proportionately
Job Advertising	Inclusive and gender-neutral language
Shortlisting	Structured criteria-based assessment
Interviewing	Consistent questions and scoring
Compensation	Role-based and documented rationale
Progression	Equal access to development and project opportunities

The company seeks to reduce unintended barriers and support fair participation across technical, scientific and operational functions.

9. Responsible Innovation and Product Development

Where relevant, Beyond Blood Diagnostics Ltd considers whether sex and gender may influence:

- 9.1 Product usability
- 9.2 Research design
- 9.3 Validation approaches
- 9.4 User experience
- 9.5 Communication materials
- 9.6 Clinical pathways
- 9.7 Technology access and adoption

The company may:

- 9.1 Assess relevance of sex/gender differences during project planning
 - 9.2 Consider diverse users and patient groups where appropriate
 - 9.3 Review language and assumptions in educational or commercial materials
 - 9.4 Consider accessibility and caregiving contexts in product use
 - 9.5 Document when gender considerations are not relevant to a specific project
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10. Prevention of Harassment, Discrimination and Gender-Based Violence

Beyond Blood Diagnostics Ltd maintains a zero-tolerance approach toward:

- 10.1 Discrimination
- 10.2 Sexual harassment
- 10.3 Harassment
- 10.4 Bullying
- 10.5 Victimisation
- 10.6 Gender-based violence

This applies across:

- 10.1 Workplace settings
- 10.2 Laboratories
- 10.3 Conferences
- 10.4 Travel
- 10.5 Digital communication
- 10.6 Recruitment activities
- 10.7 Partner and collaboration environments

Reporting and Response

Area	Company Commitment
Reporting channels	Concerns may be raised through designated management or reporting contacts
Confidentiality	Concerns handled sensitively and proportionately
Protection from retaliation	Retaliation for good-faith reporting is prohibited
Response process	Concerns reviewed and addressed promptly
External escalation	Legal or specialist support sought where required

11. Implementation Framework

Action	Responsibility	Timeline
Publish policy on company website	Management Sponsor	Completed January 2024
Confirm Equality / GEP Lead	Board / Management Sponsor	Completed January 2024
Create monitoring framework	Equality Lead	Completed February 2024
Review recruitment materials	Hiring Managers	Completed April 2024
Deliver awareness training	Equality Lead	Completed June 2024
Add responsible innovation prompts to project reviews	Product and Research Leads	Completed June 2024
Conduct annual review	Management Sponsor / Equality Lead	Annual

12. Review and Continuous Improvement

This policy is reviewed annually or sooner where required due to:

- 12.1 Recruitment activity
- 12.2 Operational changes
- 12.3 Regulatory developments
- 12.4 New partnerships or projects
- 12.5 Staff feedback
- 12.6 Monitoring outcomes
- 12.7 Organisational growth

Where the company expands significantly, governance and implementation arrangements may be extended to include:

- 12.1 Dedicated HR or People functions
- 12.2 Additional operational procedures
- 12.3 Expanded monitoring indicators
- 12.4 Site-specific implementation arrangements
- 12.5 More detailed reporting mechanisms

13. Additional Policy Commitments

Equal Opportunity

The company does not unlawfully discriminate on the basis of sex, gender reassignment, pregnancy or maternity, marriage or civil partnership, age, disability, race, religion or belief, sexual orientation, nationality or other protected characteristics under applicable law.

Pregnancy, Parental and Caregiving Responsibilities

Managers seek to support employees with caregiving or parental responsibilities fairly and proportionately in accordance with applicable legal obligations and company policies.

Pay and Reward

Compensation and rewards are intended to be role-related, documented and based on relevant responsibilities, skills and market considerations.

Suppliers and External Partners

The company encourages respectful and inclusive practices across collaborations, contractors, advisory relationships and events.

Privacy and Data Protection

Monitoring activities are conducted in accordance with applicable privacy and data protection obligations. Sensitive information is minimised and protected appropriately.

14. Public Website Statement

Beyond Blood Diagnostics Ltd is committed to fostering an inclusive, respectful and equitable workplace. The company maintains a People, Equality & Inclusion Policy covering management commitment, dedicated implementation resources, monitoring and review, staff training, work-life balance, fair recruitment and progression, leadership equality, responsible innovation and prevention of harassment and discrimination.

The policy is reviewed periodically by management and forms part of the company's operational governance framework.

15. Annual Review Checklist

Review Question	
Has the policy remained publicly accessible?	
Has senior management reviewed the policy this year?	
Is the Equality / GEP Lead still current?	
What training activities were completed?	
Were structured recruitment processes followed?	
What monitoring indicators were reviewed?	
Were any concerns raised or investigated?	
What actions were completed?	
Which actions remain open?	
Does the public version require updating?	

Source References

- Companies House: Beyond Blood Diagnostics Ltd, Company Number 13826151
- Public company information and operational descriptions provided by Beyond Blood Diagnostics Ltd

This document forms part of Beyond Blood Diagnostics Ltd's operational governance, workplace equality and inclusion framework and may be updated periodically by management where required.