

## Mach42 Ltd Gender Equity Plan (GEP)

### 1. Purpose and Scope

This Gender Equity Plan (GEP) sets out the principles, governance, and concrete measures through which Mach42 Ltd. ("the company") promotes gender equality, diversity, and inclusion across its organisation. The GEP applies to all employees, management, and board-level roles and is integrated into the company's operational, recruitment, and R&D practices.

### 2. Governance and Dedicated Resources

Overall responsibility for the implementation and monitoring of the GEP rests with senior management. Day-to-day coordination is assigned to **Paul Neil (COO)**, the designated GEP lead within the management team, supported by external gender-equality expertise where required. Sufficient human and organisational resources are allocated to ensure effective implementation, review, and continuous improvement of the plan.

### 3. Data Collection, Monitoring, and Reporting

The company collects sex-disaggregated data on personnel covering recruitment, employment status, pay, promotion, training participation, and leadership roles. These indicators are reviewed annually to monitor progress and identify gaps. An internal annual summary reports trends, actions taken, and areas for improvement, ensuring transparency and accountability.

### 4. Training and Awareness

All employees receive regular awareness training on gender equality, unconscious bias, and inclusive workplace practices. Decision-makers and managers undergo targeted training focusing on inclusive leadership, fair recruitment, performance evaluation, and team management. Training effectiveness is reviewed periodically and updated as organisational needs evolve.

### 5. Work-Life Balance and Organisational Culture

The company promotes a healthy work-life balance through flexible working arrangements, remote or hybrid work options where feasible, and family-friendly policies. Parental leave is supported for all genders, and return-to-work arrangements are designed to minimise career disruption. An inclusive organisational culture is fostered through clear internal communication, respectful workplace norms, and leadership role-modelling.

### 6. Gender Balance in Leadership and Decision-Making

The company actively works toward improving gender balance in leadership, management, and decision-making bodies. When filling leadership roles, candidate shortlists aim to reflect diversity, and selection processes are designed to mitigate bias. Progress is reviewed annually using leadership gender-balance indicators.

### 7. Gender Equality in Recruitment and Career Progression

Recruitment processes use gender-neutral language and transparent evaluation criteria. Selection decisions are based on skills, experience, and performance, with safeguards to reduce bias. Career development opportunities, mentoring, and access to training are offered equitably to all employees, ensuring equal opportunities for progression and professional growth.

### 8. Integration of the Gender Dimension into Research and Innovation

Where relevant, the company considers gender-related aspects in research, product development, and innovation activities, particularly where end users, workforce impact, or societal outcomes may differ by gender. This ensures that innovation outputs are inclusive and responsive to diverse needs.

### 9. Measures Against Gender-Based Violence and Harassment

The company enforces a zero-tolerance policy toward gender-based violence, discrimination, and sexual harassment. Clear reporting channels are in place, including confidential and anonymous options. All reports are handled promptly, impartially, and in line with applicable laws, with protection against retaliation. Disciplinary measures are applied where misconduct is confirmed.

### 10. Review and Continuous Improvement

The GEP is reviewed annually to assess effectiveness, incorporate employee feedback, and reflect organisational growth. Updates are approved by senior management and communicated internally to ensure continued relevance and impact.



Dr Bijan Kiani  
Chief Executive Officer