



# Inclusion & Equality policy



April 2023

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This Inclusion & Equality policy outlines QED Group's (QED) commitment to valuing our people and external interfaces as individuals, regardless of their ethnicity, sexuality, belief system or physical ability. This policy is effective from April 2023.

Inclusion and equality in the workplace and across our business practices are of paramount importance to us. We firmly believe is the right corporate approach, and it helps to grow our business by attracting and retaining the best talent, partnerships, investors and suppliers to deliver QED's strategic ambitions.

We aim to:

- Promote a corporate culture of freedom, without discrimination
- Embrace the distinct perspectives and values of each individual across our business
- Respect our people, clients, prospects, partners, investors and wider stakeholders and their ways of working, even when they are different from our standard practices, views and what we may consider to be 'normal'
- Provide an environment where everyone can flourish and be supported to reach their personal and corporate goals

In our work, we will:

- Actively encourage our people to operate in an environment of equality and inclusion
- Recognise and understand our internal biases and proactively address them in the decisions we make, the interactions we carry out and actions we undertake
- Develop the potential of all our employees and support those who intervene when they are concerned
- Promote social value, equality and inclusion within our workforce, the projects we work on and across our partnerships, supply chain and investors
- Create a place and environment where everyone feels safe, supported and can perform at their best.

## Governance

This policy is set by the QED Group Board and reviewed and approved annually. We are committed to implementing this policy across the QED Group.

Dr Keith Daly

Chairman  
QED Group Ltd.

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