



Carbonbit Gender Equality Plan

1. Purpose and Scope

This Gender Equality Plan outlines Carbonbit's commitment to fostering an inclusive workplace that promotes and values gender equality. This plan applies to all employees, contractors and stakeholders engaged with Carbonbit.

2. Policy Statement

Carbonbit is dedicated to providing a work environment where employees of all genders have equal access to opportunities and resources. The company pledges to treat all employees with respect and dignity, ensuring fairness in hiring, career advancement and professional development.

3. Objectives

- **Promote Gender Equality:** To ensure equitable treatment and opportunities in all aspects of employment and company practices.
- **Prevent Discrimination:** To actively prevent gender-based discrimination and harassment within the workplace.
- **Support Work-Life Balance:** To support flexible work arrangements and policies that cater to the diverse needs of all employees.

4. Actions

- **Recruitment and Employment:** Implement recruitment practices that aim to eliminate bias, promoting a diverse and inclusive workforce. Ensure that job advertisements, interview processes, and selection criteria are gender-neutral and inclusive.
- **Training and Development:** Provide all employees with access to training and professional development opportunities that promote gender equality. Include training on unconscious bias and gender discrimination as part of the onboarding process for new hires and ongoing training for existing employees.
- **Pay and Benefits:** Regularly review and analyse pay structures to ensure fair compensation across all genders. Address any discrepancies in pay and benefits that are not based on skills, experience, or performance.
- **Workplace Flexibility:** Encourage flexible working arrangements that accommodate the diverse needs of employees, such as flexible hours, remote work options, and family leave policies.
- **Reporting and Resolution Procedures:** Establish clear procedures for reporting gender-based discrimination or harassment. Ensure these procedures are accessible to all employees and that reports are handled promptly and confidentially.
- **Monitoring and Evaluation:** Regularly monitor the effectiveness of gender equality initiatives and adjust as needed.



5. Implementation

The HR department is responsible for the implementation and monitoring of this Gender Equality Plan. All managers and team leaders are accountable for upholding the principles set out in this policy within their respective teams.

6. Review

This plan will be reviewed annually to ensure it remains relevant and effective in promoting gender equality. Feedback from employees is encouraged and will be considered during each review to improve the plan.

A handwritten signature in black ink, appearing to read "PH", with a long horizontal stroke extending to the right.

Philip Hargreaves

CEO

4 January 2024

Certified



This company is part of the global movement for an inclusive, equitable, and regenerative economic system.

Corporation