Gender Equality Policy

1. Purpose and Scope

This Quadrise Gender Equality Policy sets forth our commitment to create and maintain a workplace that fosters gender equality, inclusivity, and diversity. We believe that gender equality is not only a fundamental human right but also essential for sustainable development and business success. This policy applies to all Quadrise employees covering all locations, departments, and levels of the organisation.

2. Policy Statement

At Quadrise, we are dedicated to:

Equal Opportunities: Ensuring all individuals have access to equal opportunities for recruitment; and that all employees have equal opportunities for training, advancement, and compensation, regardless of gender.

Inclusive Environment: Building a diverse and inclusive workplace that values the unique perspectives that each individual brings, and where work-life balance is respected.

Zero Tolerance: Maintaining a zero-tolerance policy towards gender-based discrimination, harassment, and violence in any form.

Compliance: Adhering to all applicable gender equality legislation, including the UK Equality Act 2010.

3. Objectives

To fulfil our commitment to gender equality, Quadrise will focus on the following key areas:

3.1 Recruitment and Selection

- Implement unbiased recruitment practices to attract a diverse pool of candidates and actively encourage applications from women.
- Ensure all job descriptions and advertisements use gender-neutral and inclusive language.
- Establish standardised evaluation criteria to minimise unconscious bias, and where feasible, utilise diverse interview panels.

3.2 Pay Equity and Career Development

- Align compensation practices with the principle of equal pay for work of equal value, and take corrective actions where discrepancies are found.
- Set clear and objective criteria for bonuses and advancement including training, mentorship and leadership development, ensuring they are applied consistently across all genders.
- Offer training on unconscious bias, gender equality, and diversity for all employees, with a focus on senior management and decision-makers.

3.4 Inclusive workplace culture

- Promote flexible working arrangements, including remote work, flexible hours, and job-sharing, to support the diverse needs of our workforce.
- Offer equitable parental leave policies that apply to all parents, regardless of gender, and provide support for employees returning to work after parental leave.

- Enforce a strict zero-tolerance policy against all forms of gender-based harassment, discrimination, and violence.
- Ensure that all complaints are handled promptly, confidentially, and with a commitment to fairness and impartiality.

4. Roles and Responsibilities

4.1 Senior Management

- Demonstrate leadership and commitment to gender equality through efforts aimed at improving gender balance in the company.
- Ensure this policy is communicated and upheld across all departments, with regular dialogue to assess effectiveness.
- Monitor and evaluate progress toward gender equality objectives, ensuring transparency in reporting outcomes and taking corrective actions when necessary.
- Handle all complaints related to gender discrimination and harassment with the highest level of integrity, confidentiality, and fairness.

4.2 Employees

- Uphold the principles of gender equality in all interactions, treating colleagues with respect and dignity.
- Participate in training programmes and initiatives aimed at promoting gender equality and inclusivity.
- Report any instances of gender-based discrimination, harassment, or violence in accordance with the company's reporting procedures, ensuring a safe and respectful workplace for all.

4.3 Board

- Approve and guide the development of gender equality policies, ensuring they are integrated into the broader business.
- Ensure that adequate support structures are in place such as flexible working arrangements and leave policies.

5. Monitoring and Evaluation

- On an annual basis, collect, analyse, and report data on workforce composition, pay equity, recruitment, promotions, and training participation to monitor progress towards gender equality.
- Establish measurable targets for improving gender balance in the company with regular reviews and updates to these targets.

6. Reporting and Compliance

- Establish clear and accessible channels for reporting incidents of gender-based discrimination, harassment, or bias, ensuring that all reports are taken seriously and addressed promptly.
- Ensure confidentiality and protection from retaliation for individuals who report concerns, fostering a safe and supportive environment for raising issues.
- Comply with all legal and regulatory requirements related to gender equality, including regular reporting to relevant authorities and stakeholders as required.

7. Review and Communication

- This policy will be reviewed periodically to ensure it remains effective, relevant, aligned with legislation and appropriate for a company of our size.
- This policy will be made public and included in onboarding materials for new hires.

8**. Accountability**

- Non-compliance with this policy may result in disciplinary action, up to and including termination of employment, depending on the severity of the breach.
- All employees, regardless of their role or seniority, are accountable for upholding the principles of gender equality and contributing to a respectful, inclusive, and diverse workplace.

9. Approval

This Gender Equality Policy has been formally approved by the Board of Directors and is effective as of 1st September 2024. The Board of Directors is responsible for overseeing the implementation of this policy and ensuring that the organisation remains committed to the principles of gender equality and diversity.

On behalf of Quadrise Plc:



Jason Miles, CEO, Quadrise

Contact Information

For any questions or further information regarding this policy, please contact info@quadrise.com.