

## **Gender Equality Policy**

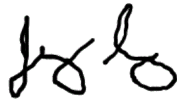
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**Date: 16<sup>th</sup> September 2025**

CloudCIX Limited is committed to advancing gender equality across all areas of our organisation. Our Gender Equality Plan (GEP), endorsed by top management, establishes a structured framework to ensure fairness, inclusivity, and accountability.

Key commitments include:

- **Leadership and Governance**
  - Endorsement of the GEP by senior management.
  - Allocation of dedicated resources for implementation.
- **Workforce and Organisational Culture**
  - Promotion of work–life balance and family-friendly policies.
  - Support for an inclusive and respectful workplace environment.
- **Recruitment, Career Development, and Leadership**
  - Ensuring gender balance in recruitment and career progression.
  - Encouraging equal participation in leadership and decision-making roles.
- **Training and Awareness**
  - Regular training on gender equality and unconscious bias.
  - Awareness-raising campaigns addressing gender-based issues.
- **Research, Teaching, and Innovation**
  - Integration of the gender dimension into research and teaching activities.
- **Prevention of Gender-Based Violence and Harassment**
  - Zero-tolerance policy on gender-based violence and harassment.
  - Clear, confidential reporting procedures and support mechanisms.
- **Monitoring and Accountability**
  - Annual collection and reporting of sex/gender-disaggregated data.
  - Regular review and publication of progress updates.



Signed: \_\_\_\_\_

Jerry Sweeney

Managing Director.

CloudCIX Limited

*Karen O'Connell Sweeney*

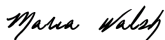
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Karen O'Connell Sweeney

Financial and Human Resources Director.

CloudCIX Limited

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Maria Walsh

Technical Director and Staff Advocate

CloudCIX Limited