CLOUDGAP LTD

Equality, Diversity, and Inclusion Policy

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Version: 1.0

Effective Date: 1 October 2026

Review Date: Annual (October 2027)

Approved By: Board of Directors, Cloudgap Ltd

1. Policy Statement

Cloudgap Ltd is committed to fostering an inclusive, equitable, and respectful working environment across all operational and commercial activities. We value diversity and recognize that varied perspectives drive innovation and technical excellence in cybersecurity and digital assurance.

This policy establishes our commitment to eliminate unlawful discrimination, promote equality of opportunity, and foster positive working relationships across all aspects of our business—including recruitment, terms and conditions of engagement, training, appraisal, promotion, and termination of services.

2. Legal Framework & Scope

This policy complies fully with the **Equality Act 2010** and aligns with public sector equality expectations under the Public Sector Equality Duty (PSED).

This policy applies to all aspects of Cloudgap Ltd's operations and covers:

- All permanent, fixed-term, and part-time employees.
- Associate consultants, independent contractors, and temporary staff.
- Third-party delivery partners, suppliers, and subcontractors.
- All candidates applying for positions or sub-contracting roles with Cloudgap Ltd.

3. Protected Characteristics

Cloudgap Ltd strictly prohibits unlawful discrimination, direct or indirect, as well as harassment and victimisation, based on any of the nine protected characteristics under the Equality Act 2010:

- Age
- Disability (including physical, neurodiverse, and mental health conditions)
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race (including color, nationality, and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

4. Commitments & Code of Practice

4.1 Recruitment and Selection

- All appointments, whether for internal staff or associate cyber specialists, are made strictly on merit, technical capability, and verified competencies.
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- Role specifications and tender engagements are structured to avoid unnecessary barriers to entry.
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- Recruitment processes are regularly reviewed to ensure fair, transparent, and non-discriminatory selection criteria.
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4.2 Professional Development and Progression

- All team members and engaged consultants are provided with equitable access to project assignments, technical training, and professional development.
- Promotion and assignment decisions are determined solely by performance, demonstrated expertise, and business need.

4.3 Reasonable Adjustments

- Cloudgap Ltd is committed to making reasonable adjustments for individuals with disabilities or neurodiverse conditions, covering workplace technology, working patterns, and engagement requirements to ensure full participation in company activities.

4.4 Dignity and Mutual Respect

- Every individual engaged with Cloudgap Ltd is entitled to a working environment free from harassment, bullying, intimidation, or derogatory behavior.
- We operate a zero-tolerance approach toward discrimination and harassment. Breaches of this standard will result in disciplinary action or immediate termination of supplier/consultancy contracts.

5. Supply Chain & Subcontractor Expectations

As part of our commitment to resilient and ethical supply chains, Cloudgap Ltd expects all third-party suppliers, delivery associates, and subcontractors to uphold equivalent standards of equality and fair treatment. Failure to maintain acceptable standards in human rights and workforce equity is grounds for removal from Cloudgap Ltd's approved partner network.

6. Grievance and Reporting Procedures

- Anyone associated with Cloudgap Ltd who believes they have experienced or witnessed discrimination, bullying, or harassment is encouraged to report it immediately to the Director.
- Reports will be investigated promptly, objectively, and in strict confidence.
- No individual will be penalized, victimized, or subjected to detrimental treatment for raising a concern in good faith under this policy.

7. Governance, Monitoring & Review

- Ultimate responsibility for the implementation and enforcement of this policy rests with the Board of Directors.
- This policy is communicated to all new joiners and delivery associates during onboarding.
- The policy is reviewed annually to ensure ongoing compliance with statutory updates, industry standards, and best practices in public procurement.

Signed on behalf of Cloudgap Ltd:

Pritesh Hathi

Founder & Director

Cloudgap Ltd

Date: 1 October 2026