

GENDER EQUALITY POLICY

Byte Construct is committed to supporting gender equality in our workplace. Regardless of Gender, Byte will ensure that all staff have the same opportunities, rights and respect.

Byte Construct's belief that a diverse workforce regardless of gender or background adds significant value to the organisation and complies with relevant legislation. The diversity of our workforce brings unique talents, strengths and skills to Byte Construct, which provides for a well-balanced workplace which results in a stimulating and creative environment.

The appreciation for these differences will help promote an environment of respect among the team. Byte achieve this through:

- Establishing gender balance in leadership
- Establishing gender balance across the organisation
- Promoting equal pay for like-for-like roles
- Providing flexible work and support available for employees at all levels, including those with caring responsibilities
- Equal opportunities for promotions
- Universal performance review processes
- Recruitment – internal and external recruitment consultants must be provided with gender equality guidelines for the recruitment process
- Providing training for people managers on how to deal with potential fears and concerns about gender equality objectives/policies (e.g. resistance to gender equality initiatives)

A handwritten signature in black ink, appearing to read "T. Hare".

Terry Hare
2nd July 2026

A handwritten signature in blue ink, appearing to read "G. Boulton".

Glen Boulton
2nd July 2026

A handwritten signature in black ink, appearing to read "S. Kamal".

Siva Kamal
2nd July 2026