

This policy states the equity and diversity principles and practices applied across the employment lifecycle to support and improve gender equality outcomes in the workplace of INNOVATION SPRINT.

The policy is based on the strategies issued by the European Commission on gender equality (https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

and on diversity and inclusion (<https://ec.europa.eu/info/sites/default/files/communication-equal-opportunities-diversity-inclusion-2017.pdf>).

INNOVATION SPRINT is committed to encouraging gender equality, diversity and inclusion among the workforce, and eliminating unlawful discrimination.

INNOVATION SPRINT does not discriminate in its hiring practices and provides a respectful and flexible working environment to its employees.

Candidates are chosen irrespective of gender, race, colour, ethnic or social origin, genetic features, language, religion, convictions, political opinions or any other opinions, membership of a national minority, wealth, birth, age, disability, or sexual orientation. Moreover, INNOVATION SPRINT does not discriminate in its selection of contractors and funding recipients, or in its treatment of complaints or feedback from individuals.

The aim is for the workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best. INNOVATION SPRINT - in providing its services - is also committed against unlawful discrimination of customers or the public.

This policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time;
- not unlawfully discriminate protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation;
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

INNOVATION SPRINT commits to:

- encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense;
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued;
- promote work-life balance and organisational culture.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination. In addition, gender dimension is integrated into research activities of the companies.

It is of particular importance to create equal opportunities for training, development, leadership, decisions-making and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation. Decisions concerning staff should be based on merit.

The employment practices and procedures aim to ensure fairness and they are subject to updates (together with this policy), in order to take account future changes in the relevant legislation.

INNOVATION SPRINT monitors the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this policy. Monitoring also includes assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

All staff should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public. INNOVATION SPRINT takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

This policy is fully supported and endorsed by senior management of INNOVATION SPRINT.

A handwritten signature in blue ink, appearing to read 'Sofoklis Kyriazakos', is positioned above the printed name.

Sofoklis Kyriazakos, CEO