

Diversity and Inclusion Policy

Updated 25th March 2024

The World Ethical Data Foundation (WEDF) is committed to the principles and required conduct needed in promoting equal opportunities and combating discrimination in the workplace.

WEDF encourages and provides the opportunity for people to succeed and aims to recognise and reward performance. It should be noted that our governance policies are in development. Where differences in legal terms, clauses or standards may apply, European law supersedes any others.

Stichting World Ethical Data Foundation is based in The Netherlands and strictly adheres to European Law. WEDF believes in a world where technological progress serves humanity because it's governed by ethics that bring us closer together.

To achieve this, the WEDF works across multiple geographies and communities, including the vulnerable and marginalised.

Within our supply chain the WEDF works with external businesses, self-employed consultants, public traded companies, non-governmental organisations, community-based organisations and not-for-profit organisations located around the world.

WEDF commits to working with organisations that share our values and expectations regarding Diversity and Inclusion. The WEDF's leadership is under the direction of the General Director and Senior Management Team who oversee the enforcement of the WEDF's policies with all representatives.

WEDF considers harassment and discrimination on the following grounds to be unacceptable:

- Race
- Sex
- Pregnancy, childbirth and parenthood
- Disability
- Religion or similar belief
- Age
- Sexual orientation
- Transsexualism
- Marital status
- Political affiliation
- Physical characteristics

This list is not exhaustive or exclusive.

WEDF expects its leadership team, employees, volunteers to develop a working environment which promotes diversity and inclusion in the workplace. WEDF is opposed to any form of harassment or discrimination. The Foundation activity ensures that individuals

do not consciously, or unconsciously treat one colleague differently from another, unless this can be shown to be justified.

WEDF regards any breach of the Diversity and Inclusion Policy as gross misconduct, which will be dealt with under the disciplinary procedure.

WEDF is an equal opportunities employer. The Foundation aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, national or ethnic origins, religion, gender, sex, sexual orientation, marital status, sexuality, disability (including physical, sensory and mental disability), membership or non-membership of a trade union, "spent convictions" of ex-offenders, class, age, political or religious belief, unless such less favourable treatment can be objectively justified.

WEDF strictly adheres to the Charter of Fundamental Rights of the European Union. WEDF is aware of legal obligations and to ensure that the Foundation complies with them.

Where appropriate, legal advice will be taken to ensure that employees' rights are not infringed.

Selection criteria and WEDF's internal procedures try to ensure that all employee relations and decisions concerning interviewing, job selection, job placement, promotions, performance evaluation, disciplinary actions and demotions are made on the basis of relevant merits and abilities.

In order for the Diversity and Inclusion Policy to be fully effective, the responsibility for ensuring that its terms are adhered to will lie with John Marshall.

It is, however, the responsibility of each line manager and all other supervisory staff to actively promote equality of opportunity within their own spheres of responsibility.

Any member of WEDF experiencing harassment or discrimination within the organisation is a valid ground for taking action as stated in the Grievance Procedure.

WEDF will investigate all cases of discrimination brought to its notice. The fact that such an approach has been made will be treated confidentially and the information provided when such an approach is made will only be disclosed to third parties, (including the alleged harasser) with the full agreement of the employee making the approach.

Approval and Document Control

Version	Approved By	Approved	Review By
Disciplinary Procedure v1.0	WEDF Executive Director	25/03/2024	31/03/2025