
Diversity Policy

Etherstack plc (UK Registered Company No 7951065)

Reviewed by the board on 18 December 2025

Etherstack plc (UK Registered Company No 7951065) Diversity Policy

Etherstack plc (UK Registered Company No 7951065) (**Company**) recognises each employee brings their own unique capabilities, experiences and characteristics to their work. The Company values such diversity.

Diversity includes differences in gender, age, marital status, disability, socio-economic background, ethnicity, cultural background, sexual orientation and religious beliefs.

Etherstack strives to:

- treat all employees fairly and equally promote an organisational culture which values diversity
- respect diversity and value the competitive advantage of diversity
- have a truly inclusive workplace where every individual can succeed
- create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. In order to achieve this goal:
 - any form of discrimination, harassment, vilification and victimisation will not be tolerated
 - recruitment and selection practices are structured so that a range of candidates are considered
 - the Company recognises employees have domestic responsibilities and will endeavour to adopt flexible work practices to allow staff to meet these responsibilities
- encourage and support the application of flexible policy into practice across the business
- provide employment opportunities for people with disabilities