



Cydar's Commitment to Equality and Diversity for our Employees and Job Applicants

We're committed to fostering an inclusive, respectful, and equitable workplace. Cydar celebrates the diverse backgrounds, experiences, and perspectives of our team and believe they strengthen our culture and drive innovation. We are dedicated to creating an environment where everyone, regardless of their race, ethnicity, gender, mental and physical ability, age, religion, social class, socioeconomic status, sexual orientation, gender identity, feels welcome, supported, and empowered to thrive.

Our Gender Equality Plan

1. Our Commitment

At Cydar, we are building a company where innovation thrives through diverse perspectives. We are committed to gender equality at every stage of our growth and to fostering a culture where all team members—regardless of gender—have equal opportunity to contribute, develop, and lead.

2. Our Goals

- Build gender-balanced teams, particularly in technical and leadership roles.
- Promote a respectful and inclusive culture.
- Ensure policies and practices support equity, transparency, and flexibility.

3. Key Actions

Inclusive Hiring & Advancement

- Use inclusive language and promote open roles widely to reach diverse talent.
- Monitor gender balance in candidate pipelines, interviews, and hiring outcomes.
- Implement transparent criteria for promotions and performance reviews.
- Continually work towards pay equality.

Culture & Training

- Embed inclusive practices into daily operations, team rituals, and decision-making.
- Provide all staff with short, accessible training on unconscious bias and inclusive teamwork.
- Encourage mentoring and peer support across all genders.

Flexible & Supportive Environment

- Offer hybrid/flexible working to support different life stages and caregiving responsibilities.
- Support parental leave for all genders with a culture that encourages its use.
- Act quickly on any concerns related to harassment, discrimination, or exclusion.



Accountability & Growth

We'll review our progress biannually and remain open to feedback from our team. As we scale, we'll build on this foundation with measurable targets, clear policies, and deeper investment in DEI.

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