

SCITECH-EKIUM – EQUALITY, DIVERSITY AND INCLUSION STRATEGY – JULY 2025

Managing Director Message:

Since launching our Equity, Diversity & Inclusion (ED&I) strategy in July 2023, we have made significant strides in building a more inclusive, representative, and equitable organisation.

Guided by our initial commitments, we've taken meaningful action—laying a stronger foundation, engaging more deeply with our communities, and embedding ED&I into everyday practice.

This document reflects on where we are now, highlighting the progress we've made, the lessons we've learned, and the areas where we still have work to do. It is both a checkpoint and a recommitment to our ongoing journey toward lasting change.

A reminder of our Vision:

To promote a diverse and inclusive professional work environment that enables us to attract and retain a diverse workforce that represents our customers and community.

Purpose of the strategy:

The strategy was initially developed for a two-year journey to help us achieve our business and culture goals. It provided a shared direction and commitment for the Company so that we could work together to respect and value our diverse workforce and build a more inclusive work environment.

It comprised three key goals and identifies the priorities and actions we will take over the next two years. It outlined the key roles and responsibilities and how we will track progress and measure success.

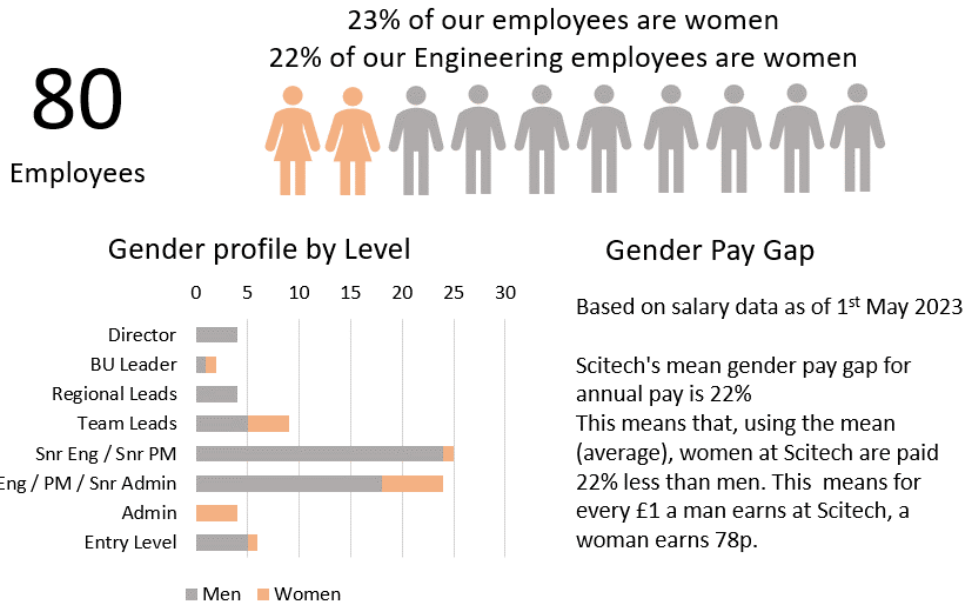
Goals:

1. **Workforce diversity** – recruit from a diverse, qualified group of candidates to increase diversity of thought and perspective.
2. **Workplace inclusion** – foster a culture that encourages collaboration, equality, flexibility, transparency and fairness to enable all employees to contribute to their full potential and to increase colleague retention.
3. **Sustainability and accountability** – identify and breakdown systemic barriers to full inclusion by embedding equality, diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results. Realising the benefits of a more equal, diverse and inclusive workforce (for example increased creativity, innovation, productivity, brand enhancement, talent attraction and retention) leads to sustained business growth and performance.

Our ED & I Position as at June 2023

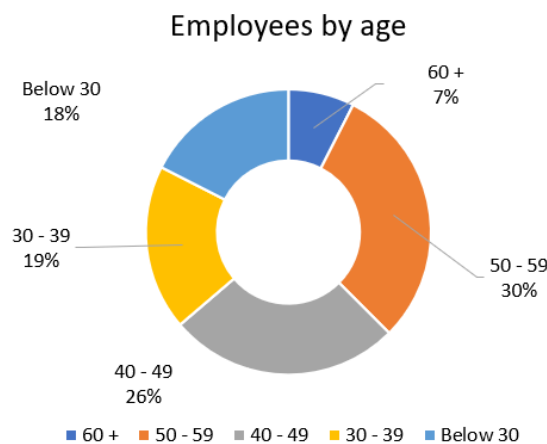
Gender diversity at Scitech-EKIUM¹.

Scitech-EKIUM’s gender diversity is in line with—or exceeds—external benchmarks, including those of competitor organisations and the national Gender Pay Gap (GPG) (see graphic below). However, we recognised there is still more we can do to attract more women to the business and support their progression within it.



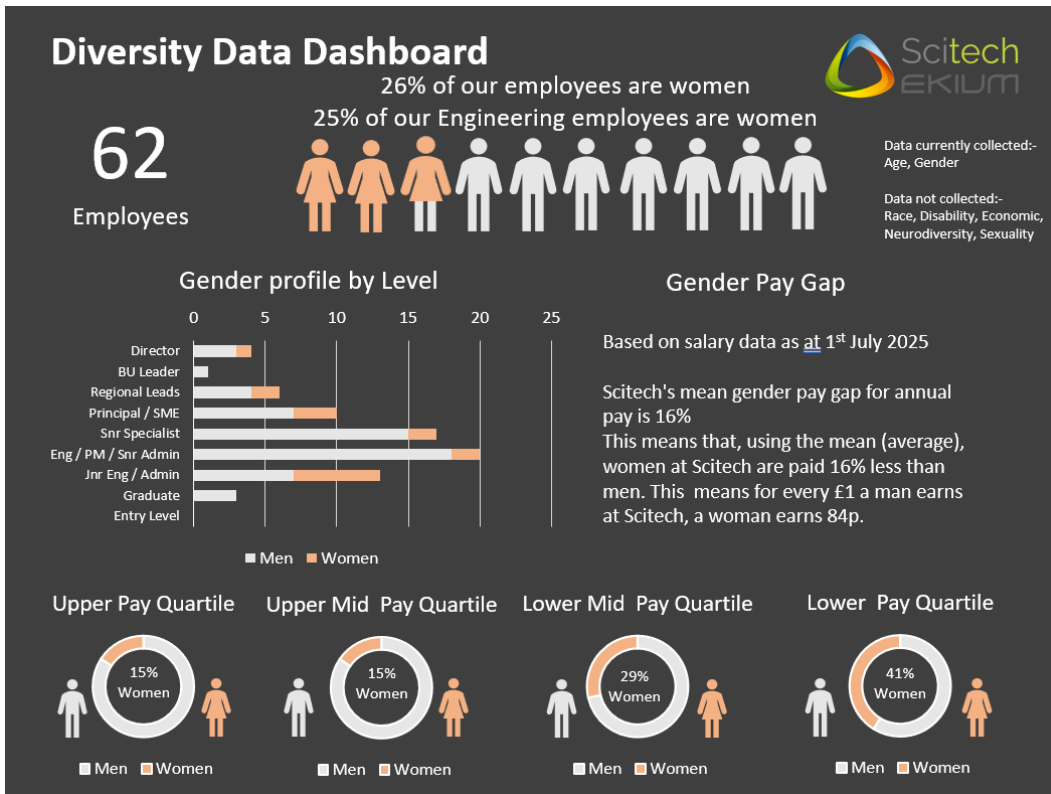
Age diversity at Scitech-EKIUM

While there are no meaningful external benchmarks available for age diversity, the graphic below highlights the need to attract more young people to strengthen and future-proof our talent pipeline.

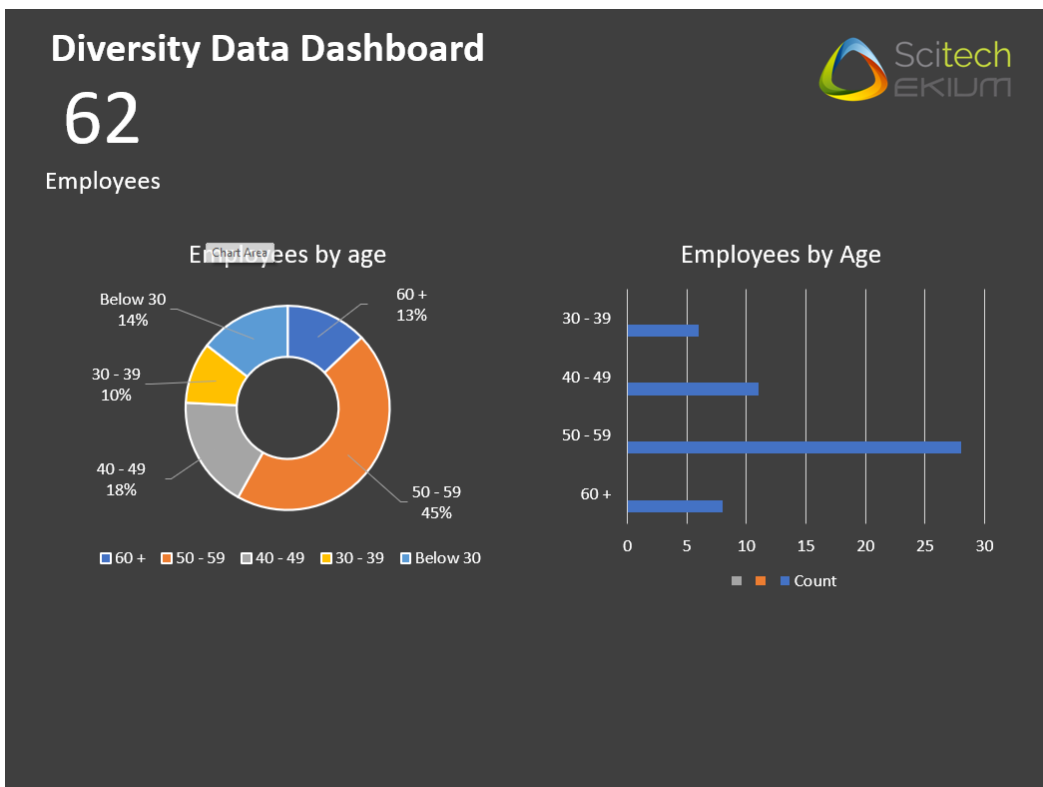


¹ Gender Pay Gap Data – this is a government statistic that compares total salary value paid to men at Scitech with the total salary value paid to women at Scitech-EKIUM. It is not a comparison of two different gender colleagues’ salaries doing the same job.

Our Gender Pay Gap at 30 June 2025



Our Age diversity profile at 30 June 2025



Progress against our plan

GOALS	OBJECTIVE	ACTIONS TAKEN	OUTCOME
Workforce diversity	Recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective	<p>Advertise roles across a broad range of platforms</p> <p>Rolled out Recruitment – “Getting it Right First Time”, Unconscious Bias Awareness training and ED&I training for everyone</p> <p>Reviewed Recruitment Policy and Process - to include guidance on shortlisting</p>	Increase in the representation of diverse employees
Workplace inclusion	Foster a culture that encourages collaboration, equality, flexibility, transparency and fairness to enable all employees to contribute to their potential and increase retention	<p>All employees complete an ED&I eLearning</p> <p>Introduced ED&I Champions</p> <p>Reviewed flexible working policy to ensure ED&I aims and objectives were supported</p> <p>Promote our employee network groups internally and externally</p> <p>Created and shared posts and information to increase awareness of neurodiversity and cultural diversity at work</p> <p>Encouraged the sharing of lived experience to raise awareness of diversity and mental health</p>	<p>All Employees certificated</p> <p>5 ED&I Champions identified</p> <p>Up-dated Flexible Working Policy</p> <p>Implementation of a Community webpage on scitech.com</p> <p>Neurodiversity and cultural awareness increased. Introduction of the Sunflower Scheme.</p> <p>“Shared experiences” facilitated sessions for all employees to join</p>
Sustainability and accountability	Identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.	<p>Investigated the collection of broader range of ED&I data for future measurement requirements.</p> <p>Reviewed policies and practices to identify and remove barriers to inclusion.</p> <p>Annually conduct a gender pay gap analysis on comparative roles</p> <p>Disability confidence evaluation</p>	<p>Identification of data types to be collected once secure method of data collection is established</p> <p>All Company Policies reviewed and updated.</p> <p>Report on GPG results. Measures identified and implemented to close any gaps.</p> <p>Disability Confident Committed</p>

Next steps

We recognise that this journey extends well beyond the past two years, and we remain committed to continuously evolving our practices and measuring the impact of our actions.

For the next two years, we are committed to:

Introduction of a returners programme – to actively target candidates considering a return to the workforce following a career break. To help us to recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective.

To create more transparency around performance, promotion and reward - foster a culture that encourages transparency and fairness to enable all employees to contribute to their potential and increase retention.

Continuation of enhancing cultural competence and in particular boosting neurodiversity awareness.

Collect and report on a meaningful range of diversity data in line with data protection protocol that can inform policy and practice at Scitech-EKIUM.

Continue all the positive actions that have come out of the plan to date and continual review of policy and procedures through the ED&I lens.