

Beats Medical – Gender Equality Plan

Introduction

Beats Medical is committed to fostering a culture of inclusivity, equality, and respect. We recognize the importance of gender equality as a cornerstone to our culture and its benefit in driving innovation and achieving organizational excellence. We strive to create a positive work-life balance, and support our team's wellbeing through a supportive, inclusive culture with equality at the centre, for all staff.

This Gender Equality Plan outlines our strategies and commitments to promoting gender equality across all aspects of our operations.

Gender Balance in Leadership and Decision-Making

We believe in equitable representation at all levels of the organization. To achieve this we focus on:

- **Leadership Development:** Offering mentorship and leadership development opportunities to all of our team, equally.
- **Equal Representation Goals:** Striving for balanced gender representation on our board of directors and senior management teams.
- **Transparent Decision-Making Processes:** Ensuring that all employees have a voice in key decisions through participatory and inclusive mechanisms.

Gender Equality in Recruitment and Career Progression

Beats Medical is committed to ensuring fair and equitable opportunities for all employees. Our actions include:

- **Bias-Free Recruitment:** Implementing standardized and inclusive hiring practices, including gender-neutral job descriptions and structured interviews.
- **Career Development Opportunities:** Providing equal access to training, promotions, and professional growth opportunities.
- **Pay Equity Commitments:** Regularly reviewing compensation to ensure equal pay for equal work, regardless of gender.

Integration of Gender Dimension into Research and Teaching Content

As a leading digital health innovator, we aim to incorporate gender perspectives into our research and education initiatives. Our approach includes:

- **Gender-Informed Research:** Ensuring that research methodologies and clinical studies consider gender-specific needs and outcomes.
- **Diverse Educational Materials:** Developing content that reflects the experiences and contributions of all genders.
- **Stakeholder Engagement:** Consulting with diverse groups to inform research priorities and outputs.

Measures Against Gender-Based Violence, Including Sexual Harassment

Beats Medical maintains a zero-tolerance policy towards gender-based violence and harassment. Our measures include:

- **Clear Policies and Procedures:** Maintaining a comprehensive policy outlining unacceptable behaviors and consequences.
- **Confidential Reporting Mechanisms:** Providing secure channels for reporting incidents, with assurances of confidentiality and non-retaliation.
- **Regular Training:** Educating employees on recognizing, preventing, and addressing harassment.
- **Support Systems:** Offering access to counselling, legal support, and external mediation services.

Additional Initiatives

In addition to the above, Beats Medical commit to:

- **Annual Gender Equality Reviews:** Conduct regular assessments to measure progress and identify areas for improvement.
- **Employee Resource Groups:** Support opportunities to improve our diversity and inclusion approaches.
- **Community Engagement:** Partner with external organizations to promote gender equality within and beyond our industry.

This Gender Equality Plan reflects Beats Medical's ongoing commitment to creating a fair, inclusive, and supportive workplace. We believe that by embedding gender equality in our practices, we can empower our employees, enhance our impact, and set an example for others in the digital health sector.

Signed:



Andrew Phelan,
Chief Operating Officer