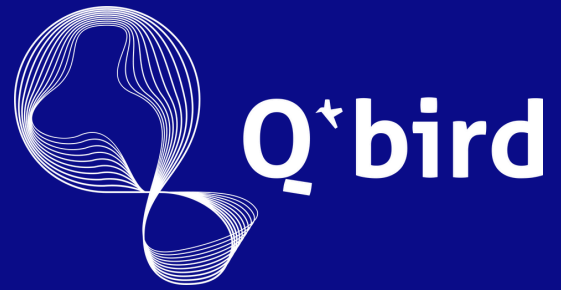


# ED&I Policy Statement



## Our Commitment to Equity, Diversity & Inclusion

### Statement

At Q\*Bird, our commitment to Equity, Diversity, and Inclusion (ED&I) is integral to who we are and how we operate. We believe that the diverse backgrounds, perspectives, and talents of our team are key to driving innovation, fostering collaboration, and achieving excellence in the rapidly evolving field of quantum technology.

### Scope

This policy applies to all employees, partners, and stakeholders at Q\*Bird. It covers every aspect of our operations, including recruitment, career development, workplace conduct, and our interactions with clients, partners, and the broader quantum community.

### Legal Framework

As a Dutch company, Q\*Bird B.V adheres to national legislation, including:

- The **Dutch Equal Treatment Act** (AWGB), ensuring non-discrimination based on gender, race, religion, nationality, sexual orientation, and other protected characteristics.
- The **Working Conditions Act**, which ensures a safe and respectful workplace for all.

### Policy Statements

#### Our ED&I Commitment

We are dedicated to creating an inclusive environment where every team member feels respected, supported, and valued. Embracing ED&I means promoting fair treatment and providing equal opportunities for all, regardless of background, gender, ethnicity, age, orientation, or ability. We are committed to eliminating discrimination, reducing bias, and addressing inequality to build a diverse, supportive, and thriving workplace, with a continual focus on improvement and inclusion.

## Our Culture and Values

Q\*Bird is driven by a passion for innovation, a commitment to collaboration, and a readiness to tackle challenges head-on. These values guide our ED&I practices and foster an environment where everyone has the opportunity to make a real impact. Together, we are shaping the future of quantum technology with equity, diversity, and inclusion at the forefront.

## Our ED&I Principles

### 1. Fair Recruitment

We actively identify and remove biases in our hiring processes. We use structured interviews, clear evaluation criteria, and focus solely on skills, experience, and potential. By promoting fair and unbiased recruitment practices, we aim to attract and retain diverse talent reflective of our industry and community.

### 2. Tolerance & Respect

Tolerance and respect are central to our ED&I values. By fostering mutual respect, understanding, and flexibility, we ensure that all team members feel valued, supported, and empowered to contribute their unique talents.

### 3. Equity Through Inclusion

We work to address biases and inequalities in our structures, processes, and daily interactions. By welcoming diverse perspectives, we enhance creativity, problem-solving, and innovation, building a more productive and engaged workforce.

### 4. Continuous Improvement

We are committed to reviewing and improving our ED&I initiatives. By seeking employee feedback and staying informed on best practices, we ensure that Q\*Bird remains an inclusive, supportive, and dynamic workplace.

## Roles and Responsibilities

- **Leadership:** Leads by example, ensuring ED&I principles are embedded in all practices and policies. Advocates for inclusivity within Q\*Bird and in the wider quantum community.
- **Managers:** Promote inclusive team dynamics, address any incidents of bias or discrimination, and support employees' individual needs.
- **Employees:** Actively uphold the values of ED&I in daily interactions, contributing to a respectful and collaborative workplace.

## Leadership and Advocacy

Our commitment to ED&I extends beyond Q\*Bird. One of our founders is an active member of the steering committee of WIQD (Women in Quantum Development), advocating for equity and inclusion in the quantum industry. This leadership role reinforces our dedication to promoting diversity within our company and across the broader quantum community.

## Accountability

All employees, leaders, and managers are accountable for upholding the principles of this policy. We monitor progress through feedback and regular assessments to ensure our efforts align with our values.

## Workplace Conduct

We expect all employees to maintain a respectful and professional environment. Any form of discrimination, harassment, or bullying is strictly prohibited. We encourage open dialogue and collaboration to address concerns and foster mutual understanding.

## Raising and Resolving Issues

Employees can report incidents of discrimination, harassment, or bias by directly contacting their manager or the People & Culture manager.

All concerns will be handled confidentially, with thorough and impartial investigations to ensure fair resolutions.

## Policy Review

This policy will be reviewed annually to ensure it aligns with current organizational goals, feedback, and legal requirements.

## Compliance

Non-compliance with this policy, including any acts of discrimination, harassment, or bias, will result in appropriate actions, up to and including termination of employment.

