

## Equity, Diversity, & Inclusion (EDI) Policy

### 1. Introduction

Beagle Aircraft is committed to fostering an inclusive, equitable, and diverse workplace where every employee is valued and supported. We recognise that a diverse workforce enhances innovation, productivity, and workplace culture. This policy outlines our approach to ensuring fairness, equity, and opportunity for all employees, particularly in supporting LGBTQI+ individuals, women, and underrepresented groups in leadership.

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### 2. Transitioning at Work Guidelines

Beagle Aircraft is committed to supporting employees who are transitioning. We recognise that transitioning is a personal process that may involve social, medical, and/or legal steps. To ensure a respectful and supportive workplace, we provide the following guidelines:

- **Confidentiality & Privacy:** Employees who are transitioning have the right to privacy regarding their gender identity. Information will only be shared with their consent.
- **Support & Resources:** The company will offer access to HR support, counselling, and external resources to assist transitioning employees.
- **Workplace Adjustments:** Employees will be supported in updating records (e.g., name, gender markers) and accessing facilities that align with their gender identity.
- **Anti-Discrimination Commitment:** Harassment, discrimination, or any form of mistreatment towards transgender or non-binary employees will not be tolerated. Violations will be addressed through our disciplinary processes.
- **Manager & Team Training:** We will provide education and training to managers and teams to foster understanding and inclusion.

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### 3. LGBTQI+ Representation in Senior Management

Beagle Aircraft values diverse leadership and actively promotes the inclusion of LGBTQI+ individuals in senior management roles. Our approach includes:

- **Leadership Development & Mentoring:** We provide leadership training and mentoring programs specifically designed to support LGBTQI+ employees in career advancement.
- **Inclusive Hiring & Promotion Practices:** We ensure that hiring and promotion processes are free from bias, incorporating fair selection criteria that recognise diverse leadership styles.
- **Visibility & Representation:** We actively encourage LGBTQI+ role models in leadership and participate in industry-wide LGBTQI+ leadership initiatives.
- **Networking & Advocacy:** We support LGBTQI+ employee resource groups (ERGs) and external partnerships that advocate for LGBTQI+ professionals in leadership.

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#### **4. Women & Underrepresented Groups in Senior Management**

We are committed to increasing the representation of women and underrepresented groups in leadership roles. Our strategy includes:

- **Inclusive Succession Planning:** We ensure that leadership pipelines are equitable and provide development opportunities for diverse talent.
- **Equity in Promotions:** We assess promotion data regularly to identify and address disparities in leadership advancement.
- **Leadership Training & Sponsorship:** We offer leadership development programs and executive sponsorship opportunities for women and underrepresented employees.
- **Flexible Work & Supportive Policies:** We provide work-life balance support, including parental leave, flexible work arrangements, and mentorship.
- **Accountability & Reporting:** We set clear diversity goals for leadership and track progress through regular reporting.

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#### **5. Accountability & Continuous Improvement**

Beagle Aircraft is dedicated to ongoing learning and improvement in EDI. We will:

- Regularly review and update this policy to reflect best practices.
- Provide training to all employees on diversity, equity, and inclusion.
- Engage with employees to gather feedback and enhance our initiatives.

This policy applies to all employees, contractors, and stakeholders. We are committed to building a workplace that values **equity, diversity, and inclusion** at every level of the organization.

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Approved by:

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