

GENDER EQUALITY PLAN

2026-2029

RF CHANNEL LTD

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1. Purpose

RF Channel Ltd is committed to promoting equality of opportunity, fairness, dignity and respect across all areas of its business. This Gender Equality Plan establishes the company's formal commitment to fair employment practices and supporting gender equality in line with recognised good practice.

2. Scope

This Plan applies to directors, employees, contractors where relevant, recruitment activities, internal management decisions and workplace conduct at company premises, client sites and remote working locations.

3. Current Organisational Profile

Company structure is made up of a mix of permanent workforce supported by external specialist consultants where required.

RF Channel Ltd maintains gender diversity within its leadership structure and is committed to balanced participation in decision-making.

Working arrangements are primarily office and client site based, with some home working flexibility.

4. Governance and Responsibility

Overall accountability for this Plan rests with the Managing Director, supported by the Directors. The Directors are jointly responsible for implementation, annual review, recruitment fairness, wellbeing, monitoring equality indicators and addressing concerns raised by staff.

5. Strategic GEP Objectives 2026–2029

- Maintain an inclusive workplace culture
- Ensure merit-based recruitment and progression
- Maintain fair gender diversity within the leadership team
- Support flexible working where practicable
- Prevent discrimination and harassment
- Deliver annual equality awareness activities and record
- Monitor progress annually and record

6. Priority Action Areas

Work-life balance, leadership balance, recruitment fairness, career progression, prevention of harassment and misconduct.

7. Data Collection and Monitoring

RF Channel Ltd will review relevant qualitative and quantitative equality indicators annually each April, including workforce composition, leadership composition, recruitment activity, training completion and complaints/issues.

8. Training and Awareness

Annual awareness training activities may include equality and inclusion briefings, unconscious bias awareness, respectful workplace expectations, and management and staff responsibilities.

9. Resources

Implementation supported through management time and proportionate budget for training, recruitment improvements, external support and annual review.

10. Review and Continuous Improvement

This Plan will be formally reviewed each April and updated where necessary.

This document is approved by the Directors of RF Channel Ltd, and supporting approval evidence is available upon request.

It has been disseminated within the organisation for full awareness and is publicly available through the RF Channel Ltd website at

<https://rf-channel.com/company-policies>