

# Gender Equality and Inclusion Policy

## Quantum Links AI

**Adopted by: Tariq Syed, Founder and CEO**

**Date: August 2026**

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### **Our Commitment**

Quantum Links AI is committed to building a diverse, inclusive and equitable organisation. We believe that diversity of background, perspective and experience is fundamental to building better technology and to creating a company that reflects the world it serves. This policy sets out our commitment to gender equality and inclusion and the concrete steps we are taking to embed these values into how we operate.

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### **1. Equal Opportunities in Recruitment and Career Progression**

Quantum Links AI is committed to ensuring that all recruitment, hiring and career progression decisions are made solely on the basis of merit, skills and experience. We will not discriminate on the grounds of gender, gender identity, ethnicity, background, age, disability or any other characteristic. All roles will be advertised openly and evaluated against consistent criteria. As the team grows, we will actively seek to ensure that our candidate pools are diverse and that our hiring processes do not introduce unconscious bias.

### **2. Gender Balance in Leadership and Decision Making**

We are committed to ensuring that gender balance is a consideration in the composition of our leadership team, advisory board and any governance structures as the company develops. We will actively seek to appoint women and underrepresented groups to senior and advisory roles where qualified candidates are available.

### **3. Work-Life Balance and Organisational Culture**

Quantum Links AI is committed to fostering a working culture that supports the wellbeing of all team members. We will offer flexible working arrangements wherever operationally possible and will ensure that all team members are treated with respect and dignity. We do not tolerate any form of gender-based discrimination, harassment or behaviour that undermines the dignity of any individual.

### **4. Measures Against Gender-Based Violence and Harassment**

Quantum Links AI has a zero-tolerance policy towards gender-based violence, sexual harassment and any form of discriminatory behaviour. Any concerns raised by team members will be taken seriously, investigated promptly and acted upon. Team members are encouraged to raise concerns without fear of retaliation.

## **5. Awareness and Training**

As the organisation grows, we are committed to ensuring that all team members and decision makers receive awareness training on gender equality and unconscious bias. We will incorporate these topics into our onboarding processes and ongoing team development activities.

## **6. Monitoring and Review**

We will collect and review data on the gender composition of our team and leadership at least every two years and will use this information to assess progress and identify areas for improvement. This policy will be reviewed and updated regularly to ensure it remains relevant and effective.

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## **Adoption**

This policy has been formally adopted by Tariq Syed, Founder and CEO of Quantum Links AI, and is published on the Quantum Links AI website at [www.quantumlinks.ai](http://www.quantumlinks.ai).

*Tariq Syed* Founder and CEO, Quantum Links AI August 2026