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Fraudfinder Equality, Diversity and Inclusion (EDI) Policy

1. Purpose and Commitment

Provide a fair, safe, and inclusive workplace; zero tolerance for discrimination, harassment, or victimisation; equal opportunity in hiring, pay, development, and promotion.

2. Scope

Applies to all employees, contractors, applicants, interns, and suppliers interacting with our teams; covers recruitment through exit.

3. Principles

1. Equal Opportunity and Compliance

- Comply with the UK Equality Act 2010 and applicable EU laws; embed reasonable adjustments and accessibility in processes and tools.

2. Fair Hiring

- Use structured interviews and skills-based tasks; strive for diverse shortlists where practicable; provide clear selection criteria and interviewer training.

3. Pay Equity and Progression

- Maintain role-based salary bands; conduct pay equity reviews twice yearly; document promotion criteria and decisions.

4. Inclusive Workplace

- Provide compulsory EDI and anti-harassment training annually; support flexible working; maintain safe reporting channels.

5. Speak-Up and Non-Retaliation

- Maintain an anonymous reporting channel to the CEO; investigate all complaints promptly; prohibit retaliation.

6. Data Minimisation and Privacy

- Collect only necessary diversity data; store securely; use aggregated reporting.

4. Governance and Targets

CEO accountable; People Lead owns day-to-day execution; quarterly EDI metrics to the Board; track representation and hiring funnel data; set improvement aims annually.

5. Supplier Expectations

Prefer vendors with published EDI commitments; require equivalent conduct from supplier personnel working with our teams.

6. Review & Updates

Reviewed every 12 months or after any material change.

Approved by:

Alexander Siedes, Chief Executive Officer

Effective Date: 06 July, 2025

Next Review Date: 05 July, 2026