

Xcellon Biologics, LLC

Workforce Diversity, Equity, and Inclusion (DEI) Policy

Effective Date: March 11, 2025

1. Purpose

At Xcellon Biologics, we are committed to building and sustaining a diverse, equitable, and inclusive workplace. This policy outlines our principles and practices to foster an environment where all individuals feel valued, respected, and empowered to contribute to our mission of advancing complex biologics manufacturing.

2. Scope

This policy applies to all employees, contractors, interns, board members, and applicants at all company sites, including remote and international locations.

3. Policy Statement

We value the unique backgrounds, identities, and perspectives of our workforce. We strive to:

- Recruit, retain, and promote individuals from diverse backgrounds.
- Ensure equitable access to opportunities, resources, and advancement.
- Cultivate a workplace culture that respects differences and actively combats discrimination and bias.

4. Key Commitments

a. Diversity in Hiring and Promotion

We will:

- Use inclusive hiring practices, including diverse interview panels and outreach strategies.
- Monitor metrics related to diversity in applicant pools, hiring, promotions, and attrition.
- Provide fair and transparent career development pathways.

b. Equity in Opportunities

We will:

- Evaluate compensation, benefits, and training programs to ensure fairness.
- Address structural barriers that may limit participation or advancement.
- Regularly audit workplace practices and policies for equity impacts.

c. Inclusive Workplace Culture

We will:

- Foster open dialogue and active listening across all levels of the organization.
- Offer DEI training, resources, and support programs (e.g., employee resource groups, mentorship).
- Take proactive measures to prevent and address harassment, discrimination, or exclusionary behavior.

5. Accountability & Reporting

- Leadership is responsible for modeling inclusive behavior and ensuring policy implementation.
- Employees are encouraged to speak up and report any DEI-related concerns through confidential channels.
- We will annually review DEI performance, set measurable goals, and publish updates.

6. Non-Retaliation

Xcellon prohibits retaliation against any individual who, in good faith, raises a concern, files a complaint, or participates in an investigation related to DEI matters.