

Ozeon Equity, Inclusion, and Participation Plan

Effective date: 05 July 2026 **Website:** <https://ozeon.com> **Owner:** Founder & CEO / Stakeholder Manager **Registered address:** Tornimäe tn 5, 10145 Tallinn, Kesklinna linnaosa, Harju maakond, Estonia **Contact:** legal@ozeon.com

Contents

1. Equity, Inclusion, and Participation Policy
 2. Indigenous Knowledge and Community Engagement Protocol
 3. Ethical Content and Funding Safeguards
 4. Internal Diversity and Opportunity Commitments
 5. Contact
-

1. Equity, Inclusion, and Participation Policy

Ozeon is committed to building a platform and ecosystem that supports fair participation, inclusive innovation, and respectful collaboration across disciplines, geographies, cultures, and communities. This policy establishes the overall standard for how Ozeon approaches non-discrimination, access, representation, conduct, and inclusive platform design. It is intended to help ensure that the company's growth remains aligned with its regenerative mission and does not reproduce the same structural exclusions that have limited access to knowledge, opportunity, funding, and visibility in conventional systems.

Purpose

The purpose of this policy is to ensure that Ozeon develops as a platform where people and organisations can participate fairly, safely, and meaningfully, regardless of background or identity, and where inclusion is treated as part of good governance, good design, and long-term ecosystem resilience.

This policy is intended to guide:

- platform participation
- organisational conduct
- community engagement
- contributor and partner relationships
- advisory and leadership development
- and future governance design

Core Principle

Ozeon recognises that open access alone is not enough to create equity. A regenerative ecosystem must also address barriers to participation, representation, recognition, safety, and opportunity. Ozeon therefore aims to create conditions in which diverse contributors can not only enter the platform, but also be seen, heard, respected, and supported in ways that allow meaningful participation and progression.

Non-Discrimination

Ozeon does not support discrimination, exclusion, harassment, or unfair treatment on the basis of race, ethnicity, nationality, Indigenous identity, gender, sex, sexuality, disability, age, religion, language, socio-economic background, political context, geographic location, educational pathway, or other protected or vulnerable status.

This principle applies across:

- platform participation
- hiring and recruitment
- advisory and leadership selection
- partnerships
- content moderation
- project participation
- and access to opportunities or support pathways

Ozeon also recognises that exclusion can occur through systems and processes, not only through explicit misconduct. For this reason, the company intends to consider structural inequities as part of its ongoing design, governance, and community development approach.

Inclusive Participation

Ozeon is being designed to support participation from a broad range of actors, including those who are often underrepresented in conventional innovation systems. This includes early-career professionals, independent researchers, educators, grassroots organisations, local communities, interdisciplinary practitioners, and participants outside major institutional centres.

Inclusive participation within Ozeon means:

- lowering unnecessary barriers to contribution
- supporting multiple forms of knowledge and experience
- creating accessible entry points into learning and participation
- and designing pathways through which users can move from discovery into contribution, visibility, collaboration, and opportunity

The platform's long-term aim is not simply to host diversity, but to create infrastructure that allows more people to participate meaningfully in regenerative innovation.

Fair Access to Opportunities

Ozeon intends to promote fair access to opportunities across the platform, including visibility, publishing, open calls, collaborations, partnerships, and future funding or support mechanisms.

This means Ozeon will aim to:

- avoid unfair gatekeeping where possible
- make participation pathways clearer and more transparent
- use criteria that are relevant, proportionate, and fair
- and reduce unnecessary dependence on insider access, pre-existing status, or institutional privilege

Where decisions are made about visibility, support, featured content, or eligibility, Ozeon should aim to ensure that these processes are understandable, reviewable, and aligned with the broader mission of inclusive regenerative development.

Representation

Ozeon recognises that representation matters across leadership, advisory, contributors, partnerships, and the wider ecosystem. The company therefore aims to build balanced and diverse participation over time across:

- governance and advisory structures
- team development
- content contributors
- ecosystem partnerships
- public-facing voices
- and community engagement pathways

Representation in this context does not mean symbolic inclusion. It means ensuring that a range of lived experiences, geographies, expertise areas, and knowledge traditions are meaningfully present in the shaping of the platform and its future direction.

Particular attention should be given over time to:

- geographic diversity
- gender balance
- early-career inclusion
- representation from regions often excluded from global innovation systems
- and respectful inclusion of Indigenous and local knowledge holders through separate protocols and safeguards

Anti-Harassment and Respectful Conduct

Ozeon is committed to maintaining a respectful, safe, and professional environment across its platform, communications, partnerships, and events. Harassment, intimidation, hate speech, abusive behaviour, bullying, exploitation, and targeted exclusion are not acceptable.

All participants in the Ozeon ecosystem are expected to engage in ways that are:

- respectful
- constructive
- non-exploitative
- and consistent with the platform's values of collaboration, learning, and regenerative development

This standard applies to:

- users
- contributors
- team members
- advisors
- partners
- moderators
- and future governance participants

Over time, this policy should be supported by more detailed community standards, moderation procedures, and reporting pathways.

Accessible Platform Design and Communication

Ozeon recognises that inclusion is also a design issue. A platform cannot be equitable if it is difficult to understand, navigate, or use. For this reason, Ozeon intends to support accessibility through both product design and communication practice.

This includes aiming for:

- clear and understandable language
- reduced unnecessary jargon where possible
- accessible interface design
- consideration of different digital literacy levels
- support for multiple forms of engagement
- and progressively improved accessibility standards across content and platform interactions

As the platform evolves, accessibility should be considered not only in technical compliance terms, but also in relation to who can meaningfully participate, contribute, and benefit.

Accountability and Implementation

This policy is intended to function as a guiding framework rather than a symbolic statement. As Ozeon develops, it should be supported by practical measures such as:

- internal review of participation and representation patterns
- moderation and reporting processes
- clear contributor and partner expectations
- selection criteria for opportunities and visibility
- and linked protocols for Indigenous knowledge, community engagement, and ethical content stewardship

The company should also recognise that this policy will need to evolve over time as the platform grows, new participation models emerge, and governance structures become more formalised.

Policy Commitment

Ozeon is committed to building an ecosystem in which equity, inclusion, and participation are treated as foundational conditions for regenerative innovation. This means working toward a platform where access is broader, conduct is respectful, opportunities are fairer, representation is stronger, and the design of the system itself helps reduce exclusion rather than reinforce it.

2. Indigenous Knowledge and Community Engagement Protocol

Ozeon recognises that Indigenous knowledge, local knowledge, and place-based stewardship traditions are not simply content inputs for a platform. They are living knowledge systems held within cultural, ecological, historical, and community contexts. This protocol is intended to help ensure that any engagement with Indigenous knowledge or communities is conducted respectfully, transparently, and in ways that protect cultural integrity, community agency, and long-term trust.

The purpose of this protocol is to prevent extractive, tokenistic, or inappropriate use of Indigenous and community-held knowledge, while supporting ethical pathways for participation, collaboration, attribution, and benefit-sharing where communities themselves wish to engage.

Purpose and Scope

This protocol applies to Ozeon's engagement with:

- Indigenous knowledge holders
- local and traditional knowledge holders
- community-based ecological knowledge
- culturally sensitive materials
- community-led stories, practices, methods, or observations

- and any platform content, project, funding, governance, or digital asset process that involves Indigenous or community-held knowledge

It is intended to guide:

- content publication
- educational resource development
- project participation
- partnerships
- funding and cascade support
- digital stewardship
- and future tokenisation, licensing, or governance-related decisions

Core Principle

Ozeon's position is that Indigenous and community-held knowledge should not be treated as open-access by default. Not all knowledge that can be described, recorded, or digitised should be made public, commercialised, tokenised, or reused. The starting point must be respect for community authority, cultural context, and the right of communities to determine whether and how their knowledge is shared.

Free, Prior, and Informed Consent

Where relevant, Ozeon intends to apply the principle of free, prior, and informed consent in relation to Indigenous knowledge and community participation.

This means that engagement should, where appropriate:

- take place voluntarily and without coercion
- happen before publication, reuse, funding, tokenisation, or commercial application
- be based on clear and understandable information
- and allow communities or knowledge holders to make decisions with proper time, context, and autonomy

Consent should not be assumed simply because information is spoken about publicly, appears online, or has been mentioned in another source. In cases involving culturally significant, place-based, or community-held knowledge, Ozeon should aim to confirm whether appropriate permission exists before treating that knowledge as publishable, reusable, or fundable.

Respect for Indigenous Data Sovereignty

Ozeon recognises the importance of Indigenous data sovereignty and the broader principle that communities should have meaningful control over knowledge and data connected to their identities, territories, practices, and histories.

Where relevant, Ozeon should aim to ensure that:

- communities retain agency over how their knowledge is represented
- culturally significant information is not removed from its context and repurposed without permission
- data governance respects community expectations and restrictions
- and digital systems do not override the authority of knowledge holders through default openness or platform convenience

This means Ozeon should not assume that platform architecture, open science values, or digital accessibility automatically take precedence over community control.

Attribution and Authorship

Where Indigenous or community-held knowledge is shared with permission, attribution should be handled carefully and in a way that reflects both individual and collective authorship where appropriate.

This means Ozeon should aim to:

- credit knowledge holders properly
- recognise collective or community authorship where relevant
- avoid misrepresenting traditional or intergenerational knowledge as the intellectual property of an unrelated intermediary
- and ensure that attribution reflects how contributors themselves wish to be identified

Attribution should not be treated as a substitute for consent. Giving credit alone does not make extraction ethical.

Community-Led Participation Rather Than Extraction

Ozeon intends to support community-led participation rather than extractive engagement. This means communities should, wherever possible, be able to participate as collaborators, contributors, reviewers, decision-makers, or beneficiaries, rather than only as sources of material to be interpreted or repackaged by others.

This principle implies that:

- communities should be engaged early, not only after decisions are made
- participation should be shaped with communities, not only around them
- and the platform should aim to create space for self-representation, contextual narration, and community-defined priorities

Where Ozeon engages with Indigenous or local knowledge, the preferred model should be co-design, co-stewardship, and shared agency rather than extraction and downstream representation.

Benefit Sharing

Where Indigenous or community-held knowledge contributes to platform value, educational resources, project development, visibility, or future revenue-generating activity, Ozeon should aim to ensure that benefit-sharing is considered explicitly.

Potential forms of benefit-sharing may include:

- direct payment where appropriate
- co-authorship or contributor recognition
- shared visibility
- funding access or project support
- cascade funding
- institutional partnership pathways
- educational collaboration
- or other forms of value determined in dialogue with the relevant community or knowledge holders

Benefit-sharing should be proportionate, transparent, and discussed early where possible. The platform should avoid creating situations in which community knowledge increases platform or third-party value without fair recognition or benefit.

Permissions Around Cultural Knowledge

Not all knowledge should be published, digitised, taught, simplified, summarised, translated, or reused in the same way. Ozeon should therefore distinguish between:

- knowledge that is appropriate for open educational use
- knowledge that may be shared only in limited or contextual ways
- and knowledge that should remain private, restricted, ceremonial, sensitive, or community-bound

Where cultural knowledge is involved, Ozeon should seek to understand:

- who has authority to share it
- what level of detail is appropriate
- whether context must remain attached
- and whether further reuse, remixing, or adaptation is permitted

Permissions should be treated as specific, not assumed to be general or permanent.

Restrictions on Publication, Tokenisation, Commercialisation, and Reuse

Ozeon should maintain clear restrictions around what must not be published, tokenised, commercialised, or reused without appropriate permission.

This includes, where relevant:

- sacred or ceremonial knowledge

- culturally restricted practices
- traditional medicine or ecological practices that should not be publicly disclosed
- community-held knowledge shared in confidence
- sensitive geographic or territorial knowledge
- and any content that communities identify as inappropriate for public, financial, or technological use

In particular, Ozeon should not treat Indigenous knowledge as suitable for NFT minting, tokenisation, commercial licensing, AI training, derivative content creation, or educational remixing unless this has been specifically discussed and explicitly permitted.

The platform should adopt a precautionary approach where uncertainty exists.

Governance Pathways for Review and Oversight

To support this protocol in practice, Ozeon should establish governance pathways for review and oversight in cases involving Indigenous and community-held knowledge.

Over time, this may include:

- internal review procedures
- advisory input from appropriate Indigenous or community-informed advisors
- escalation pathways for culturally sensitive material
- content flagging and takedown processes
- restrictions on publishing or monetisation workflows
- and governance mechanisms that allow concerns to be raised and reviewed transparently

The aim should be to ensure that decisions involving sensitive knowledge are not made solely through generic editorial, technical, or commercial logic.

Platform Design Implications

This protocol has implications not only for policy, but also for platform design. Ozeon should aim to build systems that can accommodate:

- different access levels
- contextual warnings or restrictions
- non-public content categories
- culturally sensitive permissions
- contributor-specific licensing conditions
- and future moderation or governance layers capable of handling nuance

This is important because community protection cannot rely only on good intentions; it must also be supported by product structure and operational discipline.

Protocol Commitment

Ozeon is committed to developing relationships with Indigenous knowledge and community participation in ways that prioritise respect, consent, community agency, and fair stewardship. This means treating Indigenous and local knowledge not as raw material for extraction, but as knowledge that carries rights, responsibilities, histories, and living contexts.

The long-term aim of this protocol is to help ensure that Ozeon supports more inclusive and plural knowledge systems without reproducing the harms of appropriation, erasure, tokenisation, or exploitative commercialisation.

3. Ethical Content and Funding Safeguards

Ozeon recognises that a platform operating across knowledge-sharing, project visibility, funding pathways, and future digital asset infrastructure must include safeguards to reduce the risk of exploitation, misrepresentation, and extractive value capture. This section establishes the principles that should guide how sensitive knowledge, community-linked projects, and impact-oriented claims are handled across the ecosystem.

The purpose of these safeguards is to help ensure that Ozeon does not become a channel through which local, Indigenous, or community-held knowledge is used without consent, that projects are not presented in misleading or tokenistic ways, and that funding and visibility mechanisms do not reward narratives of impact that are weakly evidenced or ethically compromised.

Purpose

This safeguard framework is intended to:

- prevent exploitative use of Indigenous, local, or community-held knowledge
- avoid tokenistic or misleading representation of people, places, or communities
- ensure that projects involving communities have appropriate consent and benefit pathways
- and establish rules for who may publish, fund, commercialise, adapt, or otherwise use sensitive knowledge or community-linked material

Core Principle

Ozeon's position is that visibility, funding, and digital innovation should not come at the expense of ethical integrity. Not all knowledge should be treated as open for use, not all impact claims should be accepted at face value, and not all projects should be allowed to present themselves as regenerative or community-aligned without appropriate evidence and safeguards.

Preventing Exploitative Use of Indigenous and Local Knowledge

Ozeon should not permit the publication, funding, adaptation, tokenisation, or commercialisation of Indigenous, local, or community-held knowledge where this would amount to extraction, appropriation, or unfair value capture.

This means the platform should aim to prevent:

- republishing of community-held knowledge without permission
- commercial use of sensitive practices or traditions without consent
- framing shared knowledge as open-use by default
- and third-party monetisation of knowledge that communities have not agreed to make public or reusable

Where such knowledge is involved, Ozean should require that contributors demonstrate appropriate authority, permission, or community alignment before content or projects are promoted, monetised, or advanced through the platform.

Avoiding Impact Washing and Tokenistic Representation

Ozean should aim to prevent "impact washing," meaning the exaggeration, simplification, or misuse of social, environmental, or community narratives in order to gain legitimacy, funding, visibility, or platform advantage.

This includes avoiding:

- overstated claims of regenerative or community benefit
- superficial use of Indigenous or local imagery, stories, or terminology
- using communities as symbolic validation without meaningful involvement
- and presenting projects as inclusive or ethical without real structures of consent, participation, or benefit-sharing

Projects, content, and campaigns involving communities should be expected to describe their relationships clearly, including what role communities play, whether they have been consulted, and what benefits or protections are in place.

Consent and Benefit Pathways for Community-Linked Projects

Any project involving Indigenous communities, local communities, traditional knowledge, or culturally sensitive practices should demonstrate that appropriate consent and benefit pathways have been considered.

Where relevant, this may include:

- evidence of free, prior, and informed consent
- clear explanation of community involvement
- description of how benefits are shared
- identification of who has authority to represent the knowledge or project
- and explanation of how risks, sensitivities, or restrictions are being managed

Ozean should avoid promoting or funding projects that rely on community-linked narratives without showing how participation, consent, and benefit are being handled responsibly.

Rules for Posting Sensitive Knowledge or Material

Ozeon should establish rules regarding who may post, describe, summarise, adapt, or publish sensitive knowledge and related material.

At a minimum, the platform should be able to distinguish between:

- openly shareable educational content
- context-dependent material requiring caution
- and restricted or sensitive knowledge that should not be publicly posted

Contributors posting sensitive material should be expected to confirm:

- that they have the right to share it
- that the material is not restricted by community norms or permissions
- and that its publication will not create harm, misappropriation, or misrepresentation

Rules for Funding and Commercialising Sensitive Knowledge

Ozeon should also distinguish between what may be visible on the platform and what may be funded, monetised, adapted, licensed, or commercialised.

Even where material is visible, this should not automatically mean it is:

- eligible for paid promotion
- eligible for crowdfunding
- suitable for premium educational use
- appropriate for tokenisation or NFT minting
- or open to derivative commercial activity

Sensitive knowledge and community-linked content should be subject to additional review before being:

- funded
- commercialised
- adapted into educational products
- integrated into creator monetisation
- or included in digital asset or licensing workflows

Review and Escalation

Where content, projects, or funding proposals raise ethical concerns, Ozeon should maintain review and escalation pathways that allow sensitive cases to be examined before platform amplification or monetisation occurs.

Over time, this may include:

- editorial or moderation review

- advisory input
- restrictions on promotion or monetisation
- temporary hold or takedown mechanisms
- and escalation to governance or Foundation-linked oversight where relevant

This is especially important where there is uncertainty around consent, community representation, cultural sensitivity, or the legitimacy of impact claims.

Platform Integrity and Trust

These safeguards are important not only for protection, but also for long-term trust. Ozeaton's role in the ecosystem depends on being seen as a platform where knowledge, projects, and funding pathways are handled with care and integrity.

If Ozeaton allows exploitative use of community-linked knowledge, tokenistic representation, or weakly evidenced impact narratives, it risks undermining the very trust, inclusion, and regenerative logic it seeks to build. Ethical safeguards should therefore be understood as part of platform quality, not as external constraints on growth.

Safeguard Commitment

Ozeaton is committed to building an ecosystem in which visibility, participation, and funding are supported by ethical boundaries and meaningful accountability. This means creating conditions in which communities are not exploited for legitimacy, sensitive knowledge is not converted into platform value without permission, and projects that involve people, place, and culture are treated with appropriate seriousness.

The long-term aim is to ensure that Ozeaton supports regenerative innovation in a way that is not only open and participatory, but also ethically grounded, culturally respectful, and worthy of trust.

4. Internal Diversity and Opportunity Commitments

Ozeaton recognises that equity and inclusion must be reflected not only in external messaging or platform policy, but also in how the organisation itself develops its team, advisory structure, contributor pathways, and access to opportunity. This section sets out the internal commitments intended to guide recruitment, representation, inclusion, and fairness across the wider Ozeaton ecosystem.

The purpose of these commitments is to help ensure that Ozeaton's growth is supported by fairer access to participation, stronger diversity of perspective, and more transparent pathways into visibility, contribution, and support.

Purpose

These commitments are intended to support:

- equitable recruitment and team development
- fair access for contributors and collaborators

- inclusive internship and advisory participation
- stronger regional and cross-sector representation
- and transparent selection criteria for opportunities, funding, and platform visibility

Equitable Recruitment Intentions

As Ozeon grows, it intends to approach recruitment in a way that supports fairness, capability, and diversity of perspective. This means aiming to build teams that are not shaped only by proximity, familiarity, or conventional institutional pathways, but that also create room for different backgrounds, geographies, disciplines, and forms of expertise.

This includes an intention to:

- recruit on the basis of relevant capability and alignment rather than narrow prestige signals alone
- remain open to interdisciplinary and non-traditional professional backgrounds
- reduce unnecessary barriers where possible
- and create opportunities for emerging talent as well as established expertise

Ozeon also recognises that early-stage companies often grow through informal networks. These commitments are therefore intended to provide corrective discipline over time, ensuring that convenience does not become exclusion.

Fair Contributor Access

Ozeon intends to create fairer access for contributors across its ecosystem, including writers, educators, researchers, creators, builders, community participants, and project leads.

This means aiming to ensure that contributors are not excluded unnecessarily by:

- hidden gatekeeping
- unclear participation criteria
- disproportionate dependence on institutional affiliation
- or systems that favour existing visibility over emerging quality

Where contributors are selected for visibility, editorial inclusion, featured opportunities, collaborative initiatives, or strategic support, Ozeon should aim to make those pathways clearer, more proportionate, and more understandable.

Internship and Advisory Inclusion

Ozeon intends to use internships, advisory roles, and ecosystem support positions as meaningful pathways for inclusion and development rather than symbolic placements.

This means aiming to:

- include emerging and early-career contributors where appropriate
- create advisory structures that reflect a range of expertise and lived contexts

- support pathways for younger and less institutionally established participants
- and ensure that internships and advisory roles are aligned with real contribution, learning, and long-term value

Internship and advisory opportunities should, where possible, strengthen not only Ozean's internal capacity, but also the diversity, credibility, and future-readiness of the wider ecosystem.

Regional Representation Goals

Ozean is being developed as an internationally relevant platform, and therefore recognises the importance of regional representation across its team, advisors, partnerships, contributors, and opportunity pathways.

The organisation should aim over time to strengthen representation across:

- Europe
- Asia
- Africa
- Oceania
- Latin America
- North America
- and underrepresented coastal, island, and Global South contexts

Regional representation should not be treated as a cosmetic objective. It is strategically important because Ozean operates in fields, such as ocean innovation, sustainability, education, and regenerative development, where geographic perspective, cultural context, and local conditions matter significantly.

Representation Across Leadership and Advisory Structures

Ozean intends to develop leadership, advisory, and support structures that reflect a broader mix of:

- gender
- geography
- disciplinary background
- career stage
- sector experience
- and cultural perspective

This is important not only for fairness, but also for better decision-making. A platform designed to bridge science and society, innovation and funding, and global and local participation should not be shaped through overly narrow leadership patterns.

Representation should therefore be considered as part of governance quality, strategic depth, and ecosystem legitimacy.

Transparent Selection Criteria for Opportunities, Funding, and Visibility

Where Ozeon offers or facilitates opportunities such as:

- featured visibility
- project promotion
- open call access
- funding or cascade support
- contributor recognition
- editorial inclusion
- partnerships
- or future platform-based rewards

the company should aim to ensure that selection criteria are transparent, proportionate, and relevant.

This means selection processes should, where possible:

- be based on clear criteria
- avoid arbitrary or insider-driven decision-making
- distinguish between merit, readiness, and promotional value
- and make clear whether decisions are editorial, commercial, strategic, or governance-based

This is especially important in any area where visibility or support may influence trust, access to funding, or reputational advantage.

Fairness in Opportunity Distribution

Ozeon recognises that open access alone does not guarantee fair distribution of opportunity. Some users and organisations will naturally arrive with more visibility, resources, or institutional legitimacy than others.

For this reason, Ozeon should aim to design opportunity pathways in ways that:

- allow early-stage and underrepresented contributors to be seen
- avoid over-concentrating exposure among already visible actors
- create room for emerging voices and ideas
- and balance ecosystem quality with broader access

The goal is not to eliminate judgement or curation, but to ensure that curation and selection do not default to reproducing existing inequities.

Monitoring and Continuous Improvement

These commitments should be treated as evolving operational principles rather than one-time declarations. As Ozeon grows, the organisation should seek to review:

- who is being recruited
- who is being included
- who is receiving visibility
- who is benefiting from opportunity pathways
- and where patterns of exclusion or concentration may be emerging

This does not require perfect symmetry in every area, but it does require active attention, reflection, and willingness to improve systems over time.

Commitment

Ozeon is committed to developing an internal and ecosystem-facing culture in which diversity, fairness, and opportunity are treated as part of strategic quality rather than secondary concerns. This means aiming to build a company and platform where participation is broader, selection is clearer, representation is stronger, and opportunities are distributed in ways that better reflect the regenerative and inclusive future the organisation is working to support.

5. Contact

For questions about this Equity, Inclusion, and Participation Plan: [**legal@ozeon.com**](mailto:legal@ozeon.com)

Inspiring regenerative innovation for a sustainable future
through Open Science, Crowdfunding, and Transparency.

