

Justice, Equity, Diversity and Inclusion (JEDI) Policy

1. Introduction

We are dedicated to promoting justice, diversity, equity and inclusion (JEDI) in all aspects of our business operations. We strive to create a workplace free from discrimination, harassment, and bias, where every individual is valued and have equal opportunities to succeed.

We maintain a zero-tolerance policy against direct and indirect discrimination or harassment of any form, including those based on protected characteristics as outlined in the Equality Act 2010. This includes, but are not limited to:

- Race, ethnicity, or national origin
- Religion, age, sex, sexual orientation, gender identity or expression
- Disability, veteran status, or any other characteristics protected by law.

2. Scope

This policy applies to all our employees and all our policies across our operations and interactions with our customers and community.

This includes, but is not limited to: recruitment, hiring and promotions, compensation and benefits, professional development and training, employee engagement and retention, customer service engagement and service delivery, community outreach and partnerships, and stakeholder engagements.

3. Governance

Fostering an inclusive workplace is a shared responsibility. All employees play a critical role in upholding and achieving our JEDI commitments, while our senior leadership team are responsible for leading by example and promptly investigating any concerns that may arise.

The Board of Directors are accountable for ensuring that this policy is reviewed annually and remains compliant with relevant laws and regulations.

4. Our Commitments

To support our JEDI objectives, we are committed:

- **Ensuring all employment decisions are fair**, objective, and evidence-based, free from bias across hiring, performance evaluations, and career development decisions. This includes the use of standardised, role-specific interview questions and consistent evaluation criteria to promote equitable and unbiased decision-making.

- **Promoting diverse representation** in teams by practicing intentional inclusiveness in all aspects of the business operations.
- Making **reasonable accommodations** for candidates and employees with disabilities or specific needs when required, based on individual circumstances.
- **Regularly reviewing** and updating company policies and practices in line with our JEDI principles.
- **Promoting** and upholding the company's JEDI commitments in all engagements, both internal and external.
- Providing **annual training** and education on JEDI issues. We aim to ensure 100% of all our staff receive JEDI training by 2027.
- Offering a confidential and accessible **reporting mechanism** for concerns related to discrimination, harassment, or bias.
- Ensuring accountability by promptly investigating and addressing any concerns received. We aim to address 100% of all complaints received within 30 days.

5. Reporting Concerns

Employees who experience or witness any conduct that violates this policy or JEDI principles in general are encouraged to report it promptly.

Reports can be made orally or in writing to any member of the management team. All reports will be investigated thoroughly while maintaining confidentiality to the extent possible. Appropriate action will be taken and documented by HR, and may include disciplinary actions depending on the severity of the incident.

Please see our **Grievance Procedure** for more details on our mechanism.

6. Policy Review

This policy will be reviewed annually to ensure its effectiveness in alignment with industry best practices and continued compliance with relevant laws and regulations.

Any updates to this policy will be approved by the Board of Directors and communicated to all relevant stakeholders as necessary.

Approved on behalf of the Board of Directors by: Stephen Vine, Managing Director
Signature:

A handwritten signature in black ink that reads "Stephen Vine". The signature is fluid and cursive, with a large, sweeping initial 'S' and a long, curved tail on the 'V'.

Date: 25/08/2026