

OUR JEDI COMMITMENT & PROGRESS

Justice, Equity, Diversity & Inclusion at Grencore Resources Group

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Full statement	See our JEDI Commitment Statement, published alongside this summary

Our Commitment

At Grencore, we believe a just, equitable, diverse, and inclusive workplace makes us stronger and more effective in our mission to reduce ocean-bound plastic waste. This applies across our operations in Indonesia, Hong Kong, and the UAE, and in how we engage the coastal communities we work alongside.

What We Have Already Done

- Adopted a company-wide JEDI Commitment Statement, approved by our CEO, and reviewed our core workplace policies — including our Employee Handbook and Fair Recruitment Policy — against justice, equity, diversity, and inclusion principles.
- Launched an Annual Worker Wellbeing & Engagement Survey across all three of our entities, giving every employee and agency worker a voice, with the option to share feedback anonymously.
- Established inclusive hiring practices, including a commitment to bias-aware recruitment and accessible, non-discriminatory job postings.

What We Are Working Toward

Over the coming years, we are committed to:

- Holding regular, dedicated conversations with our teams about justice, equity, diversity, and inclusion in the workplace.
- Better understanding the makeup of our workforce, so we can identify and close gaps in opportunity.
- Creating clearer pathways for our operational and factory teams to grow into leadership roles.
- Launching employee communities — including a Women's Network and a Young Professionals Network — to support connection and growth across our teams.
- Sharing our progress publicly and reviewing our commitments every year.

Accountability

Our JEDI commitments are reviewed annually and overseen by our Chief Executive Officer. We welcome feedback from employees, partners, and communities through our Feedback & Grievance Procedure.