

Our JEDI Commitment & Progress

Justice, Equity, Diversity & Inclusion · Published September 2026 · Next update September 2027

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 with the communities around our site in Gresik, East Java.

What we have done

- Adopted a company-wide JEDI Commitment Statement, approved by our CEO, covering all three of our entities.
- Published an Inclusive Hiring Practices Policy: no criminal record or credit checks during application, structured interviews with two interviewers, and a review of the language used in our job postings.
- Published an Inclusive Language Guide for internal communications, in English and Bahasa Indonesia.
- Reviewed and strengthened our paid leave entitlements, applying a single standard across all three entities.
- Ran our first annual worker wellbeing survey across all three entities, open to employees and agency workers, with the option to respond anonymously.

What we learned

Our first survey told us something useful: our written questions did not reach the people we most wanted to hear from. Most of our workforce communicates by speaking rather than writing, and our open questions went unanswered.

We are changing our approach. In the coming year we will hold in-person listening sessions in Bahasa Indonesia, so that people can tell us what they think in the way that works for them.

What we are working toward

During 2027 we will work with our labour supplier on the recruitment standards set out in our own hiring policy, and we will commission an independent assessment of equity in our workplace, looking at gender and socioeconomic background.

By 2029 we will launch two employee groups — one for women, and one for colleagues from coastal and lower-income backgrounds — with the groups themselves chosen through consultation with our workers. We will also establish a mentorship programme open to all employees.

Throughout, we are working to create clearer routes for our operational teams to move into direct and senior roles.

Accountability

Our JEDI commitments are reviewed every year and overseen by our Chief Executive Officer. We publish this summary annually.

We welcome feedback from employees, partners and communities through our Feedback & Grievance Procedure. Concerns can be raised anonymously.