

JUSTICE, EQUITY, DIVERSITY & INCLUSION COMMITMENT STATEMENT

PT Greencore Resources Indonesia · Greencore Resources Limited · Greencore FZCO
seacircularplastics.com

Approved by	Max Craipeau — Chief Executive Officer
Effective date	1 June 2026 (v1.0) · amended 26 August 2026 (v1.1)
Review date	August 2027
Version	1.1

Our Commitment

At Greencore, we believe that a just, equitable, diverse, and inclusive workplace makes us stronger as an organisation and more effective in our mission to reduce ocean-bound plastic waste. This commitment applies across our operations, our relationships with customers, and our engagement with the communities in which we work.

We are committed to ensuring that all people — regardless of gender, age, ethnicity, religion, disability, or socioeconomic background — are treated with dignity and have equal opportunity to participate, contribute, and thrive.

What This Means in Practice

Across our operations, policies, and community engagement, we commit to:

- Maintaining a workplace free from discrimination, harassment, and bias
- Actively seeking and acting on feedback from all workers at our sites, whether employed directly by Greencore or assigned to us through a labour supplier
- Designing our policies and practices to be accessible and fair for people of all backgrounds
- Measuring our progress each year through a worker wellbeing survey and direct consultation with workers, and translating findings into concrete actions
- Reporting on our JEDI commitments publicly and reviewing them annually

Governance & Accountability

This statement is approved by the Chief Executive Officer of Greencore Resources and reviewed annually. Progress on JEDI actions is tracked through our JEDI Action Plan and reported to the CEO. Any employee or stakeholder may raise concerns related to this commitment through our Feedback & Grievance Procedure.

Approval

Max Craipeau

Chief Executive Officer — Greencore Resources Limited



Signature: _____

Date: 26/08/2026

