

JUSTICE, EQUITY, DIVERSITY & INCLUSION COMMITMENT STATEMENT

PT Greencore Resources Indonesia · Greencore Resources Limited · Greencore FZE
seaculaplastics.com

Approved by	Max Craipeau — Chief Executive Officer
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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, including the most vulnerable groups in our supply chain
- Designing our policies and practices to be accessible and fair for people of all backgrounds
- Measuring our progress through regular worker wellbeing surveys 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

