

OUR JEDI COMMITMENT & PROGRESS

Justice, Equity, Diversity & Inclusion at Greencore Resources Group

PT Greencore Resources Indonesia · Greencore Resources Limited · Greencore FZCO

Version	Published	Next update
2.1	September 2026	September 2027

At Greencore, 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.
- Adopted an Inclusive Hiring Practices Policy: no police record certificate, criminal record disclosure or credit check at any stage of an application; no photograph requested; structured interviews with two interviewers and independent scoring; and requirements written around what a person can do.
- Reviewed the language of our job postings against a published checklist, and recorded every finding and correction in a review register that we keep open.
- Adopted an Inclusive Language Guide for our internal communications, in English and Bahasa Indonesia.
- Ran our first annual Worker Wellbeing & Engagement Survey across all three entities, open to our employees and to the agency workers assigned to our site, with the option to respond anonymously and to decline any question.
- Analysed the survey results disaggregated by gender identity across six measures of working life — job satisfaction, wellbeing, belonging, engagement and psychological safety — and reported them internally.

What we have learned

Our first survey gave us a baseline rather than a full picture. Twenty-seven workers responded, out of a workforce of around 295. We are reporting that openly because it shapes how much weight the findings can carry, and because raising participation is itself one of the things we need to work on.

Two findings stand out. Differences between women and men were small across all six measures. The clearer difference was between our direct employees and the agency workers assigned to our site, particularly on whether people feel able to speak up about problems at work. That gap is the single largest in the data, and it tells us where to look next.

What we are working toward

- Raising participation in next year's survey, by running it during paid working time and holding briefing sessions on each shift, so that the results rest on a wider base.
- Understanding and acting on the gap in how freely agency workers feel able to raise concerns, including a review with our labour supplier of the routes available to them.
- Establishing two employee groups — one for women, and one for colleagues from coastal and lower-income backgrounds — with the final choice confirmed through consultation with our employees rather than decided for them.
- Training our managers and our HR function on inclusive recruitment, bias in hiring and progression, and what our own survey data is telling us.
- Working with our labour supplier during 2027 on the recruitment standards set out in our own hiring policy, covering the equal opportunity statement in postings for our site, the absence of criminal record and credit checks, and the language used.
- Commissioning an independent assessment of equity in our workplace, looking at gender and socioeconomic background.
- Establishing a mentorship programme open to all employees by 2029.

- Creating 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, and we will report against the commitments above in our next update.

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