



Justice, Equity, Diversity & Inclusion (JEDI) Commitment Statement

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At Mr Organic, we believe business should be a force for good — for people, communities, and the planet. As a company built around organic food, sustainability and ethical sourcing, we recognise that our responsibility extends beyond the products we make. We are committed to operating in a way that is just, equitable, diverse and inclusive across our workplace, supply chain, customer relationships and wider community.

We understand that people experience the world differently based on factors including race, ethnicity, nationality, gender, gender identity, sexual orientation, disability, age, religion, socioeconomic background, neurodiversity, caring responsibilities and other lived experiences. We also recognise that some individuals and groups face systemic barriers that can limit access to opportunities, representation, inclusion and fair treatment.

At Mr Organic, JEDI means creating a culture where people feel respected, heard, supported and able to thrive. It means actively working to remove barriers, challenge discrimination and bias, and make thoughtful decisions that reflect fairness, dignity and belonging. We are committed to embedding these principles into how we recruit, collaborate, communicate, source, market and grow our business.

Our commitment applies across:

- **Our workplace** – We aim to foster an inclusive and supportive working environment where all employees are treated fairly, have equal opportunities to contribute and progress, and feel safe being themselves. We are committed to inclusive recruitment practices, fair pay principles, respectful communication, and policies that support wellbeing and flexibility.
- **Our customers and communications** – We strive to ensure our products, branding, and communications are accessible, respectful, and representative of the diverse communities we serve. We seek to communicate in ways that are inclusive and authentic and avoid stereotypes or exclusionary practices.
- **Our suppliers and partners** – We value ethical and collaborative relationships throughout our supply chain and aim to work with partners who share our commitment to fairness, respect and responsible business practices.
- **Our wider community** – We recognise the importance of supporting positive social impact beyond our immediate operations and contributing to a more equitable and sustainable food system.

As part of our ongoing commitment, Mr Organic will continue to:

- Disaggregate data and listen to employee and stakeholder feedback to better understand lived experiences and identify opportunities for improvement.
- Review policies and practices through a JEDI lens.
- Promote inclusive hiring and workplace practices.
- Encourage learning, awareness and respectful dialogue.
- Monitor progress over time and adapt our actions as we grow.



Responsibility for this commitment sits with the company's leadership team, who are accountable for supporting, reviewing and advancing our JEDI priorities. We recognise that meaningful progress requires continuous learning, transparency and action, and we are committed to evolving our approach over time.

This statement reflects Mr Organic's commitment to building a business where people are treated fairly, diversity is valued, inclusion is intentional, and everyone has the opportunity to contribute and succeed.

This statement will be reviewed periodically to ensure it remains relevant, effective, and aligned with the company's values and responsibilities.