

Justice, Equity, Diversity & Inclusion Plan

Date: 19/06/2026 - Version 2
Owner: Head of Sustainability
Responsible: HR Director
Accountable: CEO

JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI) PLAN

Why JEDI matters to us

At The Vegetarian Butcher, we believe that creating positive impact starts with how we treat people, within our organisation and beyond. As a purpose-driven company working to accelerate the protein transition, we recognise that justice, equity, diversity and inclusion (JEDI) are essential to building a strong, resilient and future-fit business.

Our ambition to challenge the status quo in food goes hand in hand with creating a workplace where different perspectives are welcomed, people are treated fairly, and everyone feels safe and able to contribute. This JEDI plan supports that ambition by translating our values into clear commitments and concrete actions, aligned with our broader impact strategy and our commitment to continuous improvement.

We are committed to building a culture and organisation rooted in justice, equity, diversity and inclusion (JEDI). This commitment reflects our belief that diverse perspectives and inclusive environments strengthen our business and our impact.

Our commitment

We strive to:

- foster a respectful and inclusive workplace
- promote equal opportunities and fair treatment
- challenge discrimination and bias
- create an environment where people feel safe, valued and able to contribute

This commitment applies across our organisation and influences how we work with partners and stakeholders. The Leadership Team is responsible for supporting and overseeing the implementation and progress of this plan.

Scope and intent of this plan

This JEDI plan focuses on our role as an employer and on our internal ways of working. It outlines the priorities we have identified to strengthen justice, equity, diversity and inclusion across our organisation.

This plan represents a phased approach, providing a structured starting point for further development over time.

Justice, Equity, Diversity & Inclusion Plan

We acknowledge that JEDI is a continuous learning journey. This plan does not represent a final destination; rather, it helps us focus our efforts, assign ownership and track progress over time. Progress and priorities will be reviewed periodically to ensure relevance and effectiveness.

Where relevant, topics related to employment practices and working conditions are discussed with, or submitted to, the Works Council in line with applicable legal requirements.

This plan may also influence areas beyond HR, including leadership, recruitment, communication and internal culture.

Our JEDI action plan

The table below translates our commitment into concrete focus areas and actions. It provides an overview of:

- the objectives we aim to achieve
- the actions we are taking or committing to
- assigned ownership and responsibilities
- how progress will be monitored and reviewed

The actions are phased. Some initiatives are already underway, while others will be developed further over time based on learning, feedback and organisational needs.

Progress will be monitored and reviewed periodically, with further development of metrics and tracking mechanisms over time.

Justice, Equity, Diversity & Inclusion Plan

Category	Number	Principle	Status	Timing & action	2025 (year)	2026	2027	2028 (Year)	Resources Needed	Responsible
Foundation	2.a	Public commitment to JEDI principles	In progress	2026: Include in impact report					Sustainability team	Head of Sustainability
	2.b	Improve JEDI knowledge and capacity among leaders	Done	2025: Culture differences training done					HR team	Head of HR
	2.c	Review and update existing policies using JEDI principles	Not started	2027: action to be defined					HR team	Head of HR
	2.d	Governing body & executive team reflect community diversity	Not started	2028: To be decided				TBD		Head of HR
	2.e	Carry out an equity audit	Not started	2028: To be decided				TBD		Head of HR
Within the Workplace	2.f	Support employee resource or affinity groups	Not started	2028: To be decided				TBD		Head of HR
	2.g	Implement inclusive hiring practices	Done	2025: evidence uploaded 2026: newly drafted policy internal vacancies; subject to the 'Works Council's right of consent, under review by 'Works Council.					HR team, Works Council	Head of HR
	2.h	Provide sponsorship and mentorship opportunities	Not started	2028: To be decided				TBD		Head of HR
	2.i	Develop an inclusive language guide	Not started	2027: action to be defined					HR team	Head of HR
	2.j	Increase representation from underrepresented groups	Not started	2028: To be decided				TBD		Head of HR
	2.k	Provide additional paid leave beyond legal minimums	Done	2025: evidence uploaded					none	Head of HR
	2.l	Internal communication tools meet accessibility standards	Not started	2028: To be decided				TBD		Head of HR
	2.m	Website meets accessibility standards	Not started	To be checked & optimized when developing new websites for the collective					Marketing budget, Marketing team	Chief Marketing Officer
Beyond the Workplace	2.n	Communicate JEDI action plan and progress publicly	In progress	Basis plan in impact report.					HR team	Head of HR
	2.o	suppliers	Not started	2028: To be decided				TBD		Head of Procurement
	2.p	Inclusive & ethical content guide for external communications	Not started	2028: action to be defined					Marketing team	Chief Marketing Officer
	2.q	service	Not started	2028: To be decided				TBD		Chief Marketing Officer
	2.r	Redesign product or service to be more inclusive	Not started	2028: To be decided				TBD		Chief Marketing Officer
	2.s	Participate in collective action to advance JEDI principles	Done	2025-2026: participation discussion meetings with municipality and other organizations on housing for labour migrants (uploaded).					HR team	Head of HR

A living plan

This JEDI plan is a living document. As our organisation grows and our context evolves, we will continue to review, refine and strengthen our approach. This reflects our commitment to learning, accountability and long-term positive impact.