JEDI Action Plan 2026–2031

B Corp Standard 2.3

This plan records the Justice, Equity, Diversity & Inclusion (JEDI) actions selected by Clean Slate (UK) Ltd, informed by workforce data, recruitment data and stakeholder feedback gathered through the JEDI 1 assessment and employee engagement activities.

The plan includes deadlines, allocated resources, assigned responsibilities and status updates. It is available to all employees via Planner and will be reviewed and updated annually.

How actions were chosen

The actions within this plan were selected after reviewing:

- Workforce demographic data collected through recruitment and employee records.
- Recruitment and applicant data.
- Feedback from employees through informal discussions.
- Feedback from managers and the Executive Team.
- Priorities identified during the B Corp JEDI assessment.

This review highlighted opportunities to strengthen public commitment to JEDI, improve inclusive recruitment practices, build leadership capability and embed inclusive communication practices across the business.

JEDI Action Plan

Year 0 Actions (Current Assessment Period)

B Corp Requirement	Action	Deadline	Resources	Responsible Role	Status
2.a – Public commitment to JEDI	Publish a JEDI Commitment Statement on the company website outlining Clean Slate's commitment to justice, equity, diversity and inclusion.	Year 0	Website update time, Executive approval	Business Services Director (website), Directors (approval)	Complete
2.g – Inclusive hiring practices	Maintain inclusive hiring practices across all recruitment: (a) a JEDI commitment statement in all job adverts; (b) no criminal record or credit checks during the application process unless required by law or a regulator – DBS checks needed for client sites such as schools are carried out after an offer is made; (c) compulsory JEDI and unconscious bias training for all hiring managers; (d) job descriptions reviewed for inclusive language, with no cleaning experience required and full training provided.	Year 0	HR resource, Indeed job advert templates, ProCompliance training platform, recruitment documents	HR Manager, Hiring Managers	In place – ongoing

Year 3 Actions

B Corp Requirement	***Action***	***Deadline***	***Resources***	***Responsible Role***	***Status***
2.b – Improve JEDI knowledge and capacity among leaders	Develop and deliver JEDI awareness training for directors, managers and office staff, covering inclusive leadership, unconscious bias and equitable decision-making.	End of Year 3	Internal training materials, presentation, employee training time	HR Manager	Planned
2.d – Executive team reflects community diversity	Review the diversity of senior leadership against local community demographics and identify opportunities to improve diversity through succession planning, recruitment and leadership development.	End of Year 3	Workforce demographic data, recruitment data, succession planning	Directors & HR Manager	Planned
2.n – Communicate JEDI action plan publicly	Publish the company's JEDI Action Plan and provide annual progress updates on the company website.	End of Year 3	Website updates, marketing resource	Business Services Director	Planned
2.p – Inclusive communications and ethical content guide	Develop and implement an external communications guide to ensure marketing, website content and recruitment materials use inclusive, respectful and accessible language and imagery.	End of Year 3	Marketing resource, policy development time	Sales & Marketing Assistant & Marketing Manager	Planned

Year 5 Actions

B Corp Requirement	***Action***	***Deadline***	***Resources***	***Responsible Role***	***Status***
2.b – Improve JEDI knowledge and capacity among leaders	Refresh JEDI training for all managers and introduce advanced modules covering inclusive recruitment, accessibility and managing diverse teams.	End of Year 5	Updated training materials, annual training budget	HR Manager	Planned
2.i – Inclusive language guide for internal communications	Develop and implement an Inclusive Language Guide for internal communications, covering emails, policies, meetings and company documents.	End of Year 5	Internal guidance document, employee awareness sessions	HR Manager & Marketing Team	Planned
2.j – Increase representation of underrepresented groups	Review workforce demographics annually and implement targeted outreach and recruitment initiatives where appropriate to improve representation of underrepresented groups.	End of Year 5	Recruitment partnerships, workforce data analysis, recruitment budget	HR Manager & Hiring Managers	Planned
2.r – Redesign services to be more inclusive	Review customer onboarding and service delivery processes to identify barriers for customers with different accessibility, communication or cultural needs, and implement improvements where appropriate.	End of Year 5	Customer feedback, operational review, website and document updates	Operations Director & Sales & Marketing Team	Planned

Monitoring and Review

Progress against this plan will be reviewed annually by the Executive Team. Status updates will include completed actions, actions in progress, future priorities and any amendments arising from employee feedback or updated workforce data.

The plan and annual status updates will be made available to all employees through Planner, ensuring transparency and ongoing engagement with Clean Slate's JEDI commitments.

Current Status (November 2026)

Action	Status
2.a – Public JEDI Commitment	Published on the company website (Commitment to Inclusion page) and approved by the executive team, November 2026.
2.g – Inclusive Hiring Practices	In place and ongoing: JEDI statement in all job adverts, no criminal record or credit checks at application stage, compulsory JEDI training for hiring managers, and inclusive job descriptions.
Annual Review Process	Established.
Employee Access	Published on the company website (Commitment to Inclusion page and Team page) from November 2026, and available to everyone at any time. Annual progress updates will be added there.

Review

This plan is dated November 2026 and will be reviewed by the Directors at least annually, and in any event by November 2027.

Approved by:



Mike Armitage, Managing Director
Date: 18 November 2026