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

Clean Slate is committed to promoting justice, equity, diversity and inclusion through our Best & Fair Policy across our workplace, customer interactions, supplier relationships, and community engagement. We believe an inclusive and respectful environment strengthens our business and supports better outcomes for everyone we work with.

Our commitment includes:

- Fair and inclusive employment practices
- Respectful and equitable treatment of customers, suppliers and stakeholders
- Maintaining a safe, ethical and supportive workplace free from discrimination, harassment and bullying
- Encouraging diversity of backgrounds, experiences and perspectives
- Supporting ongoing awareness and education around inclusion and respect

This commitment applies across our operations, employees, contractors, customers, suppliers and community relationships. We expect all representatives of Clean Slate to uphold these principles in their conduct and decision-making.

## *Accountability*

This statement has been approved by Clean Slate's executive leadership team, which is responsible for overseeing and supporting the implementation of this commitment across the business.

## *Why This Policy is Best & Fair*

We believe diverse teams create stronger ideas and better outcomes. Clean Slate is committed to creating a workplace where all individuals feel valued, respected, included and supported. By promoting equity, diversity, and inclusion, we strengthen workplace culture, support wellbeing, encourage fair opportunities and deliver better outcomes for our employees, customers, and community.

## *Review*

This statement 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: 11 November 2026