

**ELEMIS**  
Justice, Equity, Diversity and  
Inclusion Statement

## DOCUMENT RECORD

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## **OUR COMMITMENT**

Justice, Equity, Diversity and Inclusion are central to how we operate across our entire value chain.

We are committed to building fair, inclusive and respectful environments where everyone connected to our business feels valued, belongs and can thrive; from our employees and brand partners to our suppliers, customers and the communities we touch.

We embed these principles through responsible sourcing practices, supplier standards aligned to our Human Rights Policy and clear expectations on fair working conditions, non-discrimination and safe environments. Internally and externally, we maintain zero tolerance for discrimination, harassment or exclusion and we are committed to equitable opportunities, dignified treatment and respect for all people wherever we operate.

We work to identify and reduce barriers, using due diligence processes, regular review and collaboration with partners to address risks and improve outcomes. Our Speak Up channels are available to employees and external stakeholders, enabling concerns to be raised confidentially or anonymously, with a commitment to investigate and act.

Through inclusive leadership, ethical business practices and shared accountability, we aim to create positive impact, empowering people across our value chain to be themselves, contribute meaningfully and fulfil their potential.

**These statements have been reviewed and formally endorsed by the ELEMIS General Management Committee (GMC) and reflect our commitment to justice, equity, diversity and inclusion.**