



JEDI COMMITMENT STATEMENT

At Arabica, we believe that creating positive impact starts with treating people fairly, respectfully, and equitably. We are committed to advancing Justice, Equity, Diversity and Inclusion (JEDI) across all aspects of our business and fostering an environment where everyone feels valued, respected, and empowered to contribute.

This commitment applies to our policies, decisions, and day-to-day practices across our operations, customer relationships, supply chain, and the communities in which we operate. We recognise that building a more equitable and inclusive organisation is an ongoing journey that requires continuous learning, reflection, and action.

We are committed to:

- **Embedding Equity in Our Operations**

We will integrate JEDI principles into our policies, procedures, decision-making processes, and workplace practices to help ensure fair and equitable outcomes for all workers.

- **Creating an Inclusive Workplace**

We will foster a culture where diverse perspectives are welcomed, every individual is treated with dignity and respect, and all employees have equitable opportunities to develop and succeed.

- **Supporting Inclusive Customer and Stakeholder Relationships**

We will seek to understand and respond to the diverse needs of our customers, suppliers, partners, and other stakeholders, promoting accessibility, inclusion, and fair treatment in our interactions.

- **Contributing Positively to Our Communities**

We will use our business as a force for good by supporting initiatives, partnerships, and actions that help reduce barriers to participation and create positive social impact within our communities

Accountability and Approval

The Board of Directors and Executive leadership team holds ultimate responsibility for overseeing this commitment and ensuring that JEDI considerations are integrated into the Company's strategy, policies, and practices. Responsibility for implementing this commitment is shared across all levels of the organisation, with leaders expected to model inclusive behaviours and support continuous improvement.

We will periodically review our progress, identify opportunities for improvement, and take action to strengthen our impact over time.

Approved on behalf of the Board of Directors by: James Walters

Date: 23rd August 2026