



RATHFINNY

COMMITMENT TO JEDI PRINCIPLES

Public Commitment to Justice, Equity, Diversity & Inclusion (JEDI)

At Rathfinny, we believe that building a fair, inclusive and respectful workplace is fundamental to our values and to our long-term success as a business. We recognise that historic and structural inequalities can create barriers for individuals and groups, and we are committed to actively addressing these barriers within our organisation and across our wider sphere of influence.

We therefore commit to advancing Justice, Equity, Diversity and Inclusion (JEDI) by:

- Creating an inclusive working environment where all colleagues are treated with dignity and respect, feel a sense of belonging, and are able to contribute and thrive regardless of background, identity or personal circumstances.
- Promoting equity as well as equality, recognising that different people may need different forms of support or adjustment to access opportunities and progress fairly.
- Identifying and addressing inequities through ongoing measurement, including the use of anonymous, voluntary workforce data and regular engagement with colleagues, to better understand where barriers may exist.
- Ensuring fair access to opportunities, including recruitment, training, development and progression, and taking steps to reduce bias in decision making and organisational practices.
- Holding leadership accountable for embedding JEDI principles into our culture, policies, and day to day operations, with oversight from our Executive Team and highest governing body.
- Providing learning and support to equip managers and leaders with the skills and awareness needed to foster inclusive teams and make fair, informed decisions.
- Listening to our stakeholders, including our colleagues, and using their feedback to inform continuous improvement.
- Reporting transparently on progress, challenges and actions taken, recognising that advancing JEDI is an ongoing journey rather than a fixed endpoint.

This commitment has been formally approved by Rathfinny's board of directors and underpins our JEDI action plan, which is reviewed and updated annually. We will continue to act on this commitment with openness, accountability and a genuine intention to improve.