

Our JEDI Commitment Statement

At Simply Washrooms, we believe business has the power to be a force for good - not just in what we make and how we make it, but in who we are and who we serve. As a purpose-driven organisation committed to B Corp principles, we embed **Justice, Equity, Diversity & Inclusion (JEDI)** into our culture, our practices, and our impact.

1. **Justice**

We acknowledge that systemic injustices and structural barriers persist in society. We commit to dismantling these barriers, within our organisation and our value chain, by listening, learning, and acting. We strive to create conditions where everyone, regardless of identity or background, has fair access to opportunities, resources, and power.

2. **Equity**

We understand that “equal” is not always fair: different people and communities face different challenges. Therefore, we commit to policies, processes, and programmes that adjust for historic and existing disadvantages. Whether through equitable pay, fair procurement, or inclusive leadership development, we aim to ensure all voices are heard, and all needs counted.

3. **Diversity**

We celebrate the richness of human experience. Our team, leadership, and partners reflect different ages, races, genders, neurocognitive styles, abilities, socio-economic backgrounds, sexual orientations, and lived experiences. We believe such diversity strengthens our creativity, resilience, and capacity to serve a broad range of stakeholders.

4. **Inclusion**

Beyond presence, we champion belonging. We cultivate a culture where everyone feels safe, valued, and able to contribute their full selves. We create space for diverse perspectives in decision-making, actively remove barriers to participation, and intentionally build inclusive practices into everything we do: from hiring, to mentoring, to performance review.

5. **Accountability & Growth**

We do not view JEDI as a one-time commitment but as a continuous journey. We will regularly assess our progress through data (while respecting individual dignity and privacy), stakeholder feedback, and metrics aligned with B Corp’s JEDI impact standards. We are transparent about our challenges and our progress, and we hold ourselves accountable - publicly and internally.

6. **Community & Systems Change**

Our ambition extends beyond our walls. We commit to using our business as a lever to create more equitable economies: by supporting diverse suppliers, investing in underrepresented communities, and advocating for policies that advance systemic justice. We will partner with stakeholders and communities to co-create change, not just as benefactors, but as collaborators.

Why this matters to us:

- We recognise that justice and equity are not optional; they are foundational to a truly sustainable and ethical business.

- We align with B Lab's belief that continuous action on JEDI is essential to a safe, equitable workplace that fosters belonging for all.
- By committing to JEDI at every level - internal culture, governance, external partnerships - we are contributing to a more inclusive economy.