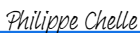


	HUMAN RESOURCES	Pages 3 (including this header)
JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI) POLICY		

PURPOSE	SCOPE OF APPLICATION
The purpose of this SOP is to formalize the company's commitment to Justice, Equity, Diversity, and Inclusion (JEDI) and to ensure these principles are consistently applied across hiring, workplace conduct, decision-making, and stakeholder engagement.	AB7 America

AUTHOR OF CURRENT ISSUE			
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APPROVAL OF CURRENT ISSUE			
NAME	FUNCTION	SIGNATURE	DATE
C. CHELLE	PRESIDENT & CEO OF AB7 GROUP	 Christophe Chelle (Apr 6, 2026 13:50:18 GMT+2)	04/06/2026
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JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI) POLICY

Justice, Equity, Diversity, and Inclusion (JEDI) Policy

1. Policy Statement

Justice, equity, diversity, and inclusion (JEDI) are integral to our values and mission. We recognize, affirm, and celebrate the diverse backgrounds, lives, and experiences of all individuals connected to our organization, including employees, community partners, suppliers, customers, and interns.

We are committed to fostering a workplace and business environment where all voices and perspectives are heard, respected, and valued. We believe that diversity strengthens our organization and enhances our ability to fulfill our mission.

2. Commitment

We affirm that every person, regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, gender expression, ideology, income, national origin, race, sexual orientation, marital status, or veteran status, has the opportunity to reach their full potential.

We strive to realize the full potential that is within all of us by ensuring that all voices and perspectives are heard and honored.

3. Applicability

This policy applies to all employees, leadership, contractors, interns, suppliers, and business partners who are engaged with or represent the organization.

4. Definitions

- **JEDI:** Justice, Equity, Diversity, and Inclusion principles that promote fairness, equal access, representation, and belonging.
- **Inclusive Hiring:** Recruitment practices that ensure equal opportunity and reduce bias.

JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI) POLICY**5. Procedure****5.1. Implementation Plan****Year 0**

- Publicly communicate commitment to JEDI principles
- Provide additional paid leave beyond legal requirements

By Year 3

- Ensure internal communication tools meet accessibility standards
- Ensure the company website meets accessibility standards

By Year 5

- Implement inclusive hiring practices
- Publicly report JEDI goals, progress, and outcomes

SPEC HUMA 10702.01 Justice, Equity, Diversity, and Inclusion (JEDI) Policy 03-2026

Final Audit Report

2026-04-06

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