

Kerry Lemon

2.2.1 The company chooses and implements:

- a) two JEDI actions before Year 0
- b) three JEDI actions for Years 3 and 5 each

2.2.1	DEADLINE	SELECTED ACTIONS
a) two JEDI actions before Year 0	Before Year 0, 2026	A and N
b) three JEDI actions for Years 3 and 5 each	Year 3, 2029	C, M and Q
b) three JEDI actions for Years 3 and 5 each	Year 5, 2031	E, G and P

2.2.2 The company chooses and implements at minimum one option from each set across Years 0, 3, and 5.

- a) Foundation (JEDI2.a-e) - SELECTED A, C, E
- b) Within the Workplace (JEDI2.f-l) - SELECTED G
- c) Beyond the Workplace (JEDI2.m-s) - SELECTED M, N, P, Q

REQUIRED DATE	ACTION
Before Year 0 - 2026	A JEDI2 - SET A 2.a.1 The company develops a JEDI commitment statement that

	a) is public b) is approved by the executive team or highest governing body c) applies to the company's policies and practices across operations, customers, and community. 2.a.2 The company assigns accountability for the JEDI commitment to the executive team or highest governing body.
Before Year 0 - 2026	H JEDI2 - SET B KERRY LEMON LTD ALREADY ACHIEVES H JEDI2 BUT AS THEY ARE NOT EMPLOYEES IT DOES NOT MEET THE REQUIREMENT The company provides sponsorship and mentorship opportunities to employees. [Within the Workplace] 2.h.1 The company provides sponsorship or mentorship opportunities to all employees. 2.h.2 The company records the formal nature of the sponsorship or mentorship program in a procedure or policy document. 2.h.3 The sponsorships or mentorships: a) are free for participants b) last six months at minimum. 2.h.4 The company gives participants time during standard working hours to participate. 2.h.5 The company tracks participation of two underrepresented groups. 2.h.6 The company achieves representative participation of at least two underrepresented groups.
Before Year 0 - 2026	N JEDI2 - SET C The company communicates its JEDI action plan and progress publicly. [Beyond the Workplace] 2.n.1 The company communicates its JEDI action plan and progress publicly, once per year at minimum

	Evidence will include the public JEDI Commitment, five-year JEDI Action Plan and an annual JEDI progress update published through the Kerry Lemon Ltd Impact Report and sustainability webpage.
Year 3 - 2029	C JEDI2 - SET A 2.c.1 The company reviews at least five policies that affect people using a) data from JEDI1 b) stakeholder feedback c) its JEDI commitment statement, if applicable (JEDI2.a) d) its improved in-house knowledge or capacity, if applicable (JEDI2.b). 2.c.2 The review looks at: a) terminology used in the policies b) impacts the policies have on people c) relationships to JEDI principles. 2.c.3 Following its review, the company updates the policies if needed.
Year 3 - 2029	M JEDI 2 - SET C The company's website meets accessibility standards. [Beyond the Workplace] 2.m.1 The company assesses the accessibility of its public-facing website. 2.m.2 The assessment: a) confirms the website meets the AA or AAA criteria of the Web Content Accessibility Guidelines (WCAG) b) is carried out by an internal or external specialist c) includes manual testing

	d) includes feedback from people with disabilities.
Year 3 - 2029	Q JEDI2 - SET C The company assesses how inclusive a product or service is. [Beyond the Workplace] 2.q.1 The company uses stakeholder feedback to assess a product or service for inclusivity. 2.q.2 The assessment highlights: a) which specific social identity groups may experience barriers when accessing the product or service b) what those barriers are.
Year 5 - 2031	E JEDI2 - SET A 2.e.1 The company gets a third party with relevant expertise to carry out an equity audit. 2.e.2 The audit produces a report with a written summary of the audit methodology. 2.e.3 The equity audit includes feedback from relevant social identity groups. 2.e.4 The scope of the equity audit includes, at minimum, the company's: a) workers b) internal and external communication c) products and services. 2.e.5 The company publicly shares a summary of the audit results. 2.e.6 Audit participants can choose to remain anonymous.
Year 5 - 2031	G JEDI2 - SET B The company implements inclusive hiring practices. [Within the Workplace] 2.g.1 The company implements all of the following inclusive hiring practices. a) It includes a JEDI commitment statement in all job postings, aligned with the statement from JEDI2.a

	b) It establishes a policy of not asking for credit checks or criminal records during the application process — unless required by law, or an industry association or regulator. c) It takes measures to reduce biases or their impacts in hiring processes. d) It analyzes its job description language and requirements to ensure they are inclusive and equitable. For Kerry Lemon Ltd, these requirements will apply to any employee recruitment and, where relevant, to advertised freelance, mentoring and other paid creative opportunities.
Year 5 - 2031	P JEDI2 - SET C 2.p.1 The company develops and implements an inclusive communications and ethical content guide for external communications. The company develops a communications and ethical content guide that: a) lists terms that should and should not be used for each external communication language b) describes how to gather, manage, and use content ethically c) sets expectations for representing social identities d) is shared with all workers who produce external communications. 2.p.2 If the company uses artificial intelligence for creative content generation, it includes its use in the guide.

REFERENCE CATALOGUE OF AVAILABLE JEDI ACTIONS

Foundation (JEDI2.a-e)

A JEDI2

2.a.1 The company develops a JEDI commitment statement that

a) is public

- b) is approved by the executive team or highest governing body
- c) applies to the company's policies and practices across operations, customers, and community.
- 2.a.2 The company assigns accountability for the JEDI commitment to the executive team or highest governing body.

B JEDI2

- 2.b.1 The company carries out training or a workshop on JEDI-related topics. At minimum, the training or workshop amounts to one full day per participant within a one-year period.
- 2.b.2 The company improves the JEDI knowledge or capacity of at least two of the following groups.
 - a) The highest governing body
 - b) The executive team
 - c) Human resources
 - d) Training & development
 - e) Managers

C JEDI2

- 2.c.1 The company reviews at least five policies that affect people using
 - a) data from JEDI1
 - b) stakeholder feedback
 - c) its JEDI commitment statement, if applicable (JEDI2.a)
 - d) its improved in-house knowledge or capacity, if applicable (JEDI2.b).
- 2.c.2 The review looks at:
 - a) terminology used in the policies
 - b) impacts the policies have on people
 - c) relationships to JEDI principles.
- 2.c.3 Following its review, the company updates the policies if needed.

D JEDI2

2.d.1 The company chooses three social identities using stakeholder feedback and the demographics of its community.

2.d.2 The company's highest governing body and executive team reflect the diversity of its community across its three chosen social identities.

2.d.3 The company calculates the ratios at any point in the last twelve months.

E JEDI2

2.e.1 The company gets a third party with relevant expertise to carry out an equity audit.

2.e.2 The audit produces a report with a written summary of the audit methodology.

2.e.3 The equity audit includes feedback from relevant social identity groups.

2.e.4 The scope of the equity audit includes, at minimum, the company's:

a) workers

b) internal and external communication

c) products and services.

2.e.5 The company publicly shares a summary of the audit results.

2.e.6 Audit participants can choose to remain anonymous.

b) Within the Workplace (JEDI2.f-l)

F JEDI2

2.f.1 The company supports at least two employee resource or affinity groups. Each group is associated with a different social identity.

2.f.2 The company chooses the social identities using worker feedback.

2.f.3 Participation in the groups is optional for workers.

2.f.4 The company supports the groups.

G JEDI2

The company implements inclusive hiring practices. [Within the Workplace]

2.g.1 The company implements all of the following inclusive hiring practices.

- a) It includes a JEDI commitment statement in all job postings, aligned with the statement from JEDI2.a
- b) It establishes a policy of not asking for credit checks or criminal records during the application process — unless required by law, or an industry association or regulator.
- c) It takes measures to reduce biases or their impacts in hiring processes.
- d) It analyzes its job description language and requirements to ensure they are inclusive and equitable.

H JEDI2

The company provides sponsorship and mentorship opportunities to employees. [Within the Workplace]

2.h.1 The company provides sponsorship or mentorship opportunities to all employees.

2.h.2 The company records the formal nature of the sponsorship or mentorship program in a procedure or policy document.

2.h.3 The sponsorships or mentorships:

- a) are free for participants
- b) last six months at minimum.

2.h.4 The company gives participants time during standard working hours to participate.

2.h.5 The company tracks participation of two underrepresented groups.

2.h.6 The company achieves representative participation of at least two underrepresented groups.

I JEDI2

The company develops and implements an inclusive language guide for internal communications. [Within the Workplace]

2.i.1 The company develops an inclusive language guide for internal communications.

2.i.2 The guide lists terms that should and should not be used.

2.i.3 One guide exists for each internal communication language.

2.i.4 The company shares the guide with all workers who produce internal communications.

J JEDI2

The company increases its proportion of workers from underrepresented groups to reflect the diversity of its community. [Within the Workplace]

2.j.1 The company increases the proportion of workers from at least two underrepresented groups to reflect the diversity of its community.

2.j.2 The company calculates the ratios at any point in the last twelve months.

K JEDI2

2.k.1 The company provides additional types of paid leave beyond legal minimums. [Within the Workplace]

The company provides employees at least three of the following types of paid leave.

- a) Unlimited short-term sick leave
- b) Gender affirmation leave
- c) Personal leave
- d) Religious or cultural leave chosen by workers individually
- e) Parental leave (at least 18 weeks)
- f) Adoption leave

2.k.2 All leave types are fully paid. 2.k.3 All employees are entitled to the additional types of leave.

2.k.4 The company uses employee feedback to determine the number of days for each leave type.

2.k.5 The company records the chosen types of leave in a policy document or documents that are:

- a) shared with all employees
- b) available to read at all times.

L JEDI 2

The company's internal communication tools meet accessibility standards.

2.l.1 The company assesses the accessibility of its digital internal communication tools.

2.l.2 The assessment:

- a) confirms the tools meet the AA or AAA criteria of the Web Content Accessibility Guidelines (WCAG)
- b) is carried out by an internal or external specialist
- c) includes manual testing
- d) includes feedback from people with disabilities.

c) Beyond the Workplace (JEDI2.m-s)

M JEDI 2

The company's website meets accessibility standards. [Beyond the Workplace]

2.m.1 The company assesses the accessibility of its public-facing website.

2.m.2 The assessment:

- a) confirms the website meets the AA or AAA criteria of the Web Content Accessibility Guidelines (WCAG)
- b) is carried out by an internal or external specialist
- c) includes manual testing
- d) includes feedback from people with disabilities.

N JEDI2

The company communicates its JEDI action plan and progress publicly. [Beyond the Workplace]

2.n.1 The company communicates its JEDI action plan and progress publicly, once per year at minimum.

O JEDI2

The company promotes diversity among its local suppliers. [Beyond the Workplace]

2.o.1 The company implements all of the following actions.

- a) It tracks diversity of ownership among its local suppliers.
- b) It establishes a policy to give preferences to local suppliers owned by persons from underrepresented groups.

c) It sets targets to purchase a percentage of goods and services from local suppliers owned by persons from underrepresented groups.

P JEDI2

2.p.1 The company develops a communications and ethical content guide that:

- a) lists terms that should and should not be used for each external communication language
- b) describes how to gather, manage and use content ethically
- c) sets expectations for representing social identities
- d) is shared with all workers who produce external communications.

2.p.2 If the company uses artificial intelligence for creative content generation, it includes its use in the guide.

Q JEDI2

The company assesses how inclusive a product or service is. [Beyond the Workplace]

2.q.1 The company uses stakeholder feedback to assess a product or service for inclusivity.

2.q.2 The assessment highlights:

- a) which specific social identity groups may experience barriers when accessing the product or service
- b) what those barriers are.

R JEDI2

The company redesigns a product or service to be more inclusive. [Beyond the Workplace]

2.r.1 The company uses stakeholder feedback to redesign one of its products or services to be more inclusive.

2.r.2 The company redesigns the original product or service, rather than designing a segregation solution.

2.r.3 The company offers the redesigned product or service to customers or announces it publicly.

S JEDI2

The company takes part in at least one collective action to advance JEDI principles. [Beyond the Workplace]

2.s.1 The company engages in at least one collective action initiative at the policy, industry, or business community level to advance JEDI principles.

2.s.2 The initiative has a clear, shared purpose and goal, to:

a) achieve systems change or transformation

b) collaboratively deliver specific, measurable impacts.

2.s.3 The company makes a clear contribution to delivering the initiative.