

JEDI Action Plan & Annual Progress Update 2024

1. Commitment

Device Europe recognises that building a responsible circular IT business requires not only environmental performance, but also a strong commitment to justice, equity, diversity and inclusion (JEDI).

While many of our initiatives have historically been embedded within our Social and Governance activities, 2024 marks the formal structuring and public communication of our JEDI Action Plan.

Our approach is grounded in:

- equal access to opportunity,
- safe and respectful working conditions,
- transparent governance,
- responsible community engagement.

JEDI oversight is coordinated through our ESG Committee and integrated into our annual Sustainability Report.

2. JEDI Action Areas & Existing Practices (2024)

Inclusive & Safe Workplace

- 100% employee participation in Health & Safety training
- Establishment of Occupational Health & Safety Committee
- 993 consecutive days of safe work
- Private medical care available to all employees

Equity in Development & Access

- Open access to role-specific and leadership training
- First-Time Manager development programme
- ESG awareness training (EcoVadis, compliance, IMS)
- Internal English language programme (“Say IT with Device”)





Inclusive Culture & Community

- Internship programme including international students
- Local education and youth support initiatives
- Participation in Szlachetna Paczka social programme
- Community engagement events

Governance & Oversight

- Establishment of cross-functional ESG Committee
- Integration of social performance into sustainability reporting
- Preparatory alignment with UN Global Compact principles

All initiatives are publicly documented in the Device Europe Sustainability Report 2024.

3. JEDI Goals 2025–2026

Strategic Area	Objective	Target Year
Inclusive Communication	Formalise Inclusive Language Guide	2025
Monitoring & Transparency	Annual internal diversity monitoring	2025
Supplier Responsibility	Introduce voluntary supplier diversity tracking	2026
Employee Voice	Annual inclusion & wellbeing survey	2025
Governance	Integrate JEDI KPIs into ESG Committee reporting	2025

4. Annual Review & Public Disclosure

This JEDI Action Plan and progress update will be:

- publicly available on deviceeurope.com
- updated annually
- integrated into future Sustainability Reports

Device Europe sees JEDI not as a standalone initiative, but as part of responsible governance and long-term business resilience.

Bydgoszcz, 31.12.2025, ESG Committee