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Justice, Equity, Diversity & Inclusion Framework 2025

CEO Statement & Public Commitment

At Device Europe, we believe that the circular economy is about more than extending the life of IT equipment. It is about extending responsibility in every dimension of our work.

Responsibility toward the environment, through measurable climate action and resource efficiency. Responsibility toward data, through uncompromising security and compliance. And responsibility toward people, through fairness, inclusion and respect.

As a company operating in the IT Asset Disposition (ITAD) sector, we understand that long-term sustainability cannot rely solely on operational excellence or technical standards. True resilience requires ethical governance, equal access to opportunity and a culture where every individual is treated with dignity.

Over the years, many of our practices - from open access to professional development, to workplace safety, to community engagement - have reflected these principles. In 2024, we chose to formalise and articulate this commitment under a clear Justice, Equity, Diversity & Inclusion framework. Not because it is expected, but because it is aligned with who we are and how we intend to grow.

This document represents our public commitment to integrate environmental leadership with social responsibility. We believe that climate action without social integrity is incomplete, and that responsible business must address both impact and inclusion.

We see Justice, Equity, Diversity & Inclusion not as a standalone initiative, but as a structural element of good governance. It strengthens our organisation, supports innovation, enhances trust with stakeholders and prepares us for long-term, sustainable growth.

Our ambition is clear: to build a circular IT leader that combines operational excellence with ethical responsibility, and environmental performance with inclusive culture.

Maciej Jakimiec

Managing Director
Device Europe





1. Why JEDI Matters in Circular IT

Circular economy models aim to reduce waste and preserve resources. But systems do not operate in isolation - they are built and managed by people.

A truly sustainable IT lifecycle must therefore ensure:

- Safe and dignified working conditions
- Equal access to opportunity
- Ethical and transparent governance
- Inclusive engagement with stakeholders

For Device Europe, JEDI is integrated into our strategic positioning as a responsible ITAD leader in Europe.

2. Governance & Oversight

JEDI governance is embedded within our ESG structure.

Oversight Framework

- Managing Director accountability
- Cross-functional ESG Committee
- HR & Compliance coordination
- Integration into ISO-certified management systems (9001, 14001, 45001, 27001)
- Alignment with R2v3 traceability and downstream audit requirements

JEDI considerations are discussed within ESG Committee meetings and reflected in sustainability reporting.

We treat inclusion and fairness as part of governance risk management and operational integrity.

3. Strategic Action Pillars

Pillar I - Fair & Safe Workplace

We commit to:

- 100% Health & Safety training coverage
- Continuous improvement through the Occupational Health & Safety Committee
- Structured onboarding programme (full implementation 2025)
- Access to private medical care for all employees
- Whistleblowing system with clear reporting procedures (2025 full implementation)



Objective: Maintain a physically and psychologically safe workplace.

Pillar II – Equity in Professional Development

We ensure equal access to growth by providing:

- Leadership development programmes (First-Time Manager Intense)
- Role-specific technical training
- ESG and compliance education
- Internal English language programme (“Say IT with Device”)
- Internship opportunities, including international students

Objective: Remove structural barriers to professional development.

Pillar III – Inclusive Culture & Community Engagement

Our social responsibility extends beyond our facility.

We actively:

- Support local education institutions
- Participate in structured social campaigns (Szlachetna Paczka)
- Host educational visits promoting circular economy awareness
- Engage in cross-sector sustainability dialogue

Objective: Extend inclusive values beyond the organisation.

Pillar IV – Responsible Supply Chain

As an R2v3-certified ITAD provider, we audit downstream vendors and apply strict traceability requirements.

In 2025–2026 we will:

- Expand supplier social responsibility monitoring
- Introduce voluntary supplier diversity tracking
- Strengthen communication of responsible sourcing standards

Objective: Align supply chain with ethical and social expectations.

4. Transparency & Measurement

Starting 2025, Device Europe will:



- Publish annual JEDI progress updates
- Conduct employee inclusion and wellbeing surveys
- Monitor workforce structure indicators
- Integrate JEDI KPIs into ESG Committee reporting

We believe accountability requires measurable progress.

5. Alignment with Global Standards

Our framework aligns with:

- United Nations Global Compact
- ISO 26000 guidance on social responsibility
- EcoVadis Labour & Human Rights criteria
- B Corp standards on governance and worker impact

This document is publicly available and will be reviewed annually.

6. Looking Ahead

In the coming years, we will:

- Formalise Inclusive Language Guide
- Expand supplier due diligence processes
- Increase transparency in workforce metrics
- Strengthen internal feedback mechanisms
- Continue embedding JEDI principles into strategic decisions

Our ambition is clear:

To build a resilient, impact-driven circular organisation where sustainability, integrity and inclusion reinforce one another.

Closing Declaration

Device Europe believes that circular economy without social responsibility is incomplete.

Justice, equity, diversity and inclusion are not parallel initiatives. They are structural conditions for sustainable growth.