

JEDI Action Plan & Annual Progress Update 2025/2026 Progress Overview

The 2025/2026 period marked a significant step in strengthening the structural foundations of Justice, Equity, Diversity and Inclusion at Device Europe. The year was characterised not by isolated initiatives, but by systematic development of governance mechanisms, employee safeguards, inclusive communication standards and responsible people policies.

Below is a chronological overview of key milestones achieved.

Q1/Q2 2025 - Strengthening Governance & Fair Recruitment Foundations

The year began with strengthening People governance mechanisms.

In **January 2025**, Device Europe developed and implemented the Recruitment & Employment Regulation, reinforcing transparency, structured evaluation criteria and fairness in hiring processes.

Shortly thereafter, on **12 January 2025**, the Feedback Policy was formally introduced, establishing clear principles for open dialogue, psychological safety and structured performance conversations.

In February 2025, Device Europe developed and implemented formal principles governing the regular conduct of Workplace Culture & Wellbeing Surveys, establishing a structured and recurring mechanism for measuring employee experience, inclusion levels and organisational climate.

The first survey under this framework was conducted in December 2025. Its results were analysed and presented transparently during the annual Town Hall meeting on 26 January 2026, ensuring open communication and collective reflection on organisational strengths and areas for development.

In **April 2025**, the Human Rights Due Diligence Policy was developed and implemented, strengthening our alignment with international human rights standards and embedding risk-based assessment into governance structures.



Q3 2025 – Climate & Strategic Responsibility

On **15 October 2025**, Device Europe developed and published its Climate Action Plan. While primarily environmental in scope, the plan reinforces our understanding that climate responsibility and social responsibility are interconnected dimensions of sustainable governance.

Q4 2025 – Communication, Inclusion & Structural Transparency

The final quarter of 2025 was marked by substantial progress in inclusive communication and structural clarity.

In **December 2025**, the Employee Guidebook was developed and published, consolidating internal policies, behavioural standards and employee rights into a coherent and accessible framework.

Simultaneously:

- The Inclusive Language Guide (“Przewodnik Dobrego Języka”) was developed and introduced.
- The Accessible Internal Communication Procedure (P8-EU-GEN-SOP-3.0) was adopted on **23 December 2025**, formalising accessibility standards across internal communication channels.
- The Ethical & Inclusive External Communication Procedure (P8-EU-GEN-SOP-2.0) was implemented on the same date, strengthening responsible and inclusive public messaging.
- Changes to the Remuneration Regulation were introduced on **15 December 2025**, reinforcing transparency and fairness in compensation structures.
- Device Europe formally joined the Diversity Charter in **December 2025**, publicly affirming its commitment to diversity and equal opportunity.

These actions collectively marked a transition from policy-level commitment to structured communication governance.

Q1 2026 – Expanding Equity & Inclusion Mechanisms

The beginning of 2026 focused on embedding inclusion more deeply into employment conditions and governance assessment.

On **2 January 2026**, Device Europe formalised the consideration of independent contractors within its Human Rights Saliency Assessment, ensuring broader stakeholder coverage and responsible risk evaluation.

On **30 January 2026**, following stakeholder consultation, the organisation introduced:



- Two additional fully paid leave days designated for personal, religious or cultural purposes,
- Four additional weeks of fully paid leave to support employees undergoing a legal gender transition process.

This decision reflects a proactive approach to inclusive employment practices and equitable access to benefits.

In **February 2026**, Device Europe conducted a comprehensive equity audit implemented by Diversity Hub. The assessment provided structured insight into the maturity of our JEDI framework and identified opportunities for operational strengthening in processes, communication and organisational cohesion.

Summary of 2025/2026 Progress

Across the 2025/2026 period, Device Europe achieved measurable progress in:

- Governance formalisation (Recruitment Regulation, Remuneration updates, HRDD Policy),
- Employee voice and culture monitoring (Feedback Policy, Workplace Survey),
- Human rights integration (HRDD and contractor inclusion),
- Climate and social responsibility alignment (Climate Action Plan),
- Inclusive communication systems (Accessible Communication & Ethical Communication Procedures),
- Language and representation (Inclusive Language Guide),
- Public accountability (Diversity Charter membership),
- Equitable employment conditions (introduction of additional paid leave days for personal, religious and cultural purposes, and extended paid leave supporting employees undergoing a legal gender transition process)
- Structural assessment of equity maturity (comprehensive equity audit).

The period reflects a shift from dispersed initiatives toward integrated, system-based JEDI governance.

28.02.2026, ESG Committee