PUTTING JEDI INTO PRACTICE

Overall accountability: The Executive team, led by the Founder & CEO, is accountable for Talasi Tru Origin's commitment to Justice, Equity, Diversity, & Inclusion. The Executive Team, approves this plan, reviews progress at least once a year, and ensure the targets below are resourced and acted upon. Day-to-day responsibility for each target is assigned in the table below

Principle	Measurement and proposed target	Review timing	R — Responsible	A — Accountable	C — Consulted	I — Informed
Justice	**100% of grievances/ complaints** acknowledged within 1 **working days**; **≥90%** receive an investigation outcome or documented progress update within **30 working days**.	Monitor each case against deadlines; review open cases **weekly** and aggregate performance **monthly**.	Legal [Company's Investigator]	HR Manager	Executive Team/ Talasi's Steering Committee	Complainant on their case & Executive Team/ Talasi's Steering Committee
Equity	**100% of farmers requesting POSTALASI assistance** are offered support; **≥95%** successfully complete assisted onboarding.	Track **monthly**; review exclusion barriers and farmer feedback **quarterly**.	Procurement Staff	CFO	Farmers; IT; local field teams	Executive Team/ Talasi's Steering Committee & JEDI Lead
Diversity	**100% of recruitment & promotion selection decisions** use documented, consistent criteria.	Apply at **every decision**; conduct a sample-based compliance review **quarterly**.	HR Recruitment/Talent Team	Executive Team/ Talasi's Steering Committee	Executive Team/ Talasi's Steering Committee	Executive Team/ Talasi's Steering Committee
Inclusion	Achieve **≥70% favourable responses** on feeling respected, heard, and safe to raise concerns.	Survey **annually**; review resulting improvement actions **quarterly**.	HR Analytics	HR Manager	HR Manager	Executive Team/ Talasi's Steering Committee

APPROVED BY:



Alisjahbana Haliman
Founder & Chair, Talasi Tru Origin

Date: 8-Oct-26