

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 & CEO, Talasi Tru Origin

Date:

8-Oct-26