Tiba Tempeh Ltd

Justice, Equity, Diversity and Inclusion (JEDI) Commitment Statement

Version 1.0 | July 2026 | Approved by the Board of Directors

Accountable Executive	Alexandra Longton, Co-Founder and Managing Director
Approved by	Tiba Tempeh Ltd Board of Directors
Applies to	Operations, customers, and community
Review Frequency	Annually
Next Review Date	July 2027
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Our Commitment

Tiba Tempeh is committed to justice, equity, diversity and inclusion across everything we do. We believe that a fairer, more inclusive world is both the right thing to work towards and fundamental to building a business that reflects and serves the full diversity of the communities around us.

This commitment applies across our operations, our relationships with customers and consumers, and our role in the wider community. It is approved by our Board of Directors, with accountability held by Alexandra Longton, Co-Founder and Managing Director.

What This Means in Our Operations

Within our own business we are committed to:

- **Inclusive hiring:** We use inclusive job descriptions, publish salary ranges transparently, blind shortlist candidates, and apply structured interview assessments to reduce unconscious bias and ensure all candidates are evaluated fairly on merit.
- **Fair pay:** All employees are paid at or above the UK Real Living Wage. Pay is benchmarked against market rates, reviewed annually, and approved by the Board.
- **An inclusive workplace:** We are committed to building a team where everyone feels valued, respected, and able to contribute fully, regardless of gender, race, ethnicity, age, disability, sexual orientation, religion, or any other characteristic.
- **Policies reviewed through a JEDI lens:** Our employment contracts, employee handbook, grievance procedure, and HR policies are reviewed to ensure they are fair, inclusive, and free from discriminatory language or practices.
- **Zero tolerance for discrimination and harassment:** Our employee handbook includes an anti-harassment policy and grievance procedure through which any concerns can be raised safely and confidentially.

What This Means for Our Customers

In how we engage with our customers and consumers we are committed to:

- **Inclusive communications:** Our marketing and communications are designed to be welcoming and representative, avoiding stereotypes and reflecting the diversity of the people who eat Tiba Tempeh.
- **Accessible products:** Our products are 100% organic, plant-based, and naturally free from many common allergens, making healthy protein accessible to a wide range of people and dietary needs.
- **Ethical marketing:** Our Responsible Marketing and Public Relations Policy commits us to honest, substantiated, and ethical communications with all customers.
- **Accessible website:** We are committed to ensuring tibatempeh.com is accessible to all users, including those with disabilities.

What This Means in Our Community

In our role as a business in the wider community we are committed to:

- **Inclusive supply chain:** We work with suppliers who share our commitment to fair treatment of workers and ethical business practices, as set out in our Supplier Code of Conduct.
- **Collective action:** We are a member of the Plant Futures Collective, working collaboratively to advance a more equitable and sustainable food system. We participate in industry events and use our platform to champion diversity and inclusion in the food industry.
- **Responsible business:** As a certified B Corp, our social and environmental performance, including our approach to JEDI, is independently assessed and publicly reported through our B Impact Assessment.
- **Community contribution:** We match employee charitable donations and support community engagement through the GroceryAid Barcode Festival and other initiatives.

Accountability and Review

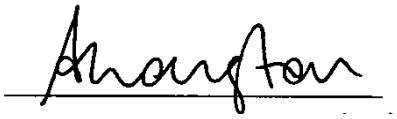
Alexandra Longton, Co-Founder and Managing Director, is accountable for this commitment and for ensuring it is embedded across the company's operations, customer relationships, and community engagement.

This statement is reviewed annually by the Board of Directors as part of the company's wider ESG governance framework. Progress against our JEDI commitment is reported to the Board at each annual ESG review.

Any worker, customer, supplier, or community member who has a concern about Tiba Tempeh's approach to JEDI can raise it through our Grievance Procedure, publicly available at tibatempeh.com.

Approved by Alexandra Longton, Co-Founder and Managing Director

On behalf of Tiba Tempeh Ltd Board of Directors

Date July 2026

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