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LR_POL_090	Owner:	Jolanta Moniewska
	Status:	Public

Justice, Equity, Diversity and Inclusion Policy

Introduction

Lightrise is committed to creating and maintaining a workplace that promotes Justice, Equity, Diversity and Inclusion [JEDI], where all individuals are treated with dignity and respect. We believe that diverse perspectives, equitable opportunities and inclusive practices strengthen innovation, collaboration and organisational performance.

Lightrise is committed to promoting Justice, Equity, Diversity and Inclusion across all aspects of its operations. This commitment extends to employees, job applicants, contractors, suppliers, customers, partners, volunteers and members of the communities with which we engage.

Lightrise operates in multiple jurisdictions. This policy should be read alongside applicable local employment, equality, anti-discrimination and human rights laws and regulations. Where local laws provide different or additional protections, Lightrise will comply with those requirements.

Objectives

The objective of this policy is to:

1. Ensure justice, equity, fairness and respect for all employees, workers, contractors, applicants and other individuals who engage with Lightrise, regardless of their background, identity or employment status.
2. Prohibit unlawful discrimination, harassment and victimisation on any grounds protected by applicable employment and human rights legislation in the jurisdictions where Lightrise operates, including but not limited to age, disability, race, colour, national origin, ethnicity, religion or belief, sex, sexual orientation, gender identity, pregnancy, and other legally protected characteristics.

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3. Actively discourage and prevent all forms of unlawful discrimination, encompassing:
    - pay and benefits
    - terms and conditions of employment
    - handling grievances and discipline
    - dismissal
    - redundancy
    - parental leave
    - flexible working requests
    - selection for employment, promotion, training, or other developmental opportunities.
4. Foster an inclusive culture where individuals experience a sense of belonging, feel safe to contribute diverse perspectives and are empowered to achieve their full potential.

Our Commitments

1. Promoting Equality, Diversity and Inclusion

Lightrise is committed to embedding JEDI into every aspect of our operations. We recognise that individuals may face different barriers to opportunity and participation and will seek to promote fair and equitable access to employment, development and advancement opportunities.

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2. Maintaining a Workplace Free from Harassment, Bullying and Discrimination

We are committed to ensuring that all individuals are treated with dignity and respect. This includes fostering a culture where differences are valued, and where all employees understand their rights and responsibilities in preventing bullying, harassment, victimisation and unlawful discrimination. Training will be provided regularly to ensure this understanding is maintained.

3. Handling Complaints Seriously and Fairly

All complaints involving bullying, harassment, victimisation or unlawful discrimination, whether made against employees, customers, suppliers, visitors or members of the public, will be taken seriously and handled through our grievance and disciplinary procedures. Acts of serious misconduct may result in dismissal without notice. Sexual harassment and other forms of unlawful harassment may constitute breaches of employment law and, in some circumstances, may also amount to criminal offences under applicable local laws.

4. Providing Equal Access to Development and Opportunities

Lightrise will continue to promote fair access to training, development and advancement opportunities, ensuring staff can reach their potential in a supportive, merit-based environment.

5. Making Employment Decisions Based on Merit

Employment decisions will be based on merit, qualifications, performance and legitimate business needs, except where lawful considerations or accommodations are required under applicable legislation.

6. Reviewing Practices to Maintain Fairness

Employment practices and procedures will be reviewed regularly to ensure fairness and compliance with changing legislation.

7. Monitoring Workforce Diversity

Lightrise will monitor workforce data (e.g., age, sex, ethnicity, disability, sexual orientation, religion or belief) to identify under representation or inequity. Outcomes of monitoring will inform action plans reviewed annually.

Progress against JEDI objectives may be reviewed periodically by leadership as part of Lightrise's broader commitment to responsible business practices, continuous improvement and B Corp standards.

8. Promoting Accessibility and Reasonable Adjustments

Lightrise is committed to creating an accessible working environment. We will make reasonable adjustments where required and seek to remove barriers that may prevent individuals from fully participating in employment, development opportunities or engagement with our business.

9. Supporting Inclusive Business Practices

Lightrise will seek to work with customers, suppliers, partners and contractors who share our commitment to ethical, equitable and inclusive business practices. We will encourage respectful and inclusive behaviours across our wider value chain.

10. Governance and Accountability

Overall accountability for the implementation and effectiveness of this policy sits with the Managing Director. The Leadership Team is responsible for reviewing progress against JEDI objectives, monitoring relevant workforce and stakeholder data, and ensuring JEDI considerations are incorporated into business decision-making, policies, people practices, supplier relationships, customer engagement, and stakeholder engagement activities.

Progress against JEDI objectives will be reviewed annually by the Leadership Team as part of Lightrise's commitment to responsible business practices, continuous improvement and B Corp standards.

Preventing Harassment and Discrimination

Lightrise is committed to taking proactive and reasonable steps to prevent harassment, discrimination and other inappropriate workplace behaviour before it occurs. This includes:

- assessing and identifying risks
- implementing preventative measures
- providing regular training and awareness
- maintaining trusted reporting routes
- reviewing and strengthening measures on an ongoing basis.

Third-Party Harassment Obligations

Lightrise expects employees, customers, suppliers, contractors, partners and other third parties to uphold standards of respectful and inclusive behaviour. Where concerns are raised, Lightrise will take appropriate steps to investigate and address the issue in line with applicable laws, contractual obligations and company policies. This duty includes:

- actively assessing risks for public-facing or external working employees
- taking prompt and decisive action when incidents occur
- supporting employees without requiring them to demonstrate repeated incidents
- banning, reporting or removing third parties where necessary.

Edit	Date	Editor	Changes
1.	29 January 2026	Jolanta Moniewska	• Required by the Employment Rights Act 2025 to reflect the new proactive prevention duty and expanded third-party harassment obligations.
2.	27 August 2026	Jolanta Moniewska	• Updated the policy to align with JEDI principles and B Corp standards by expanding the organisation's commitment to equity, diversity, inclusion and belonging across employees, applicants, contractors, suppliers, customers, partners, volunteers and local communities.
3.	5 Novemeber 2026	Jolanta Moniewska	• Updated the policy from a UK specific framework to a multiple jurisdictional policy to support Lightrise's international operations.