

Diversity and Inclusion Policy

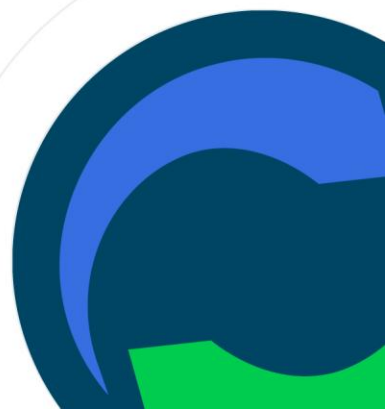
Approved by: Guy Wakeley

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Introduction

This statement sets out Reconomy's strategic commitment to diversity, inclusion and fairness

Reconomy is an international circular economy specialist that combines technology, skills and incredible people to build sustainability 'loops' that create circular opportunities for business. We do this through a tech enabled, people-powered approach that helps our customers better manage their resources, reduce waste, optimise their supply chains, and contribute in a meaningful way towards the circular economy.

It's not just about doing good; it's about doing good business for others as well as ourselves. That means combining ethical and sustainable practices, with sound future-proofed business strategies.

At Reconomy, our people are the core of our business. Diversity and Inclusion is fundamental to us, to create a workplace that people want to be a part of and to maintain a commercially successful business. This is reflected in our values.

We recognise the importance of people being their true self at work and are therefore, committed to promoting a workplace that is inclusive for all and enables our colleagues to succeed.

In our global organisation, the way our commitment is brought to life may vary country by country in line with local legislation and cultural values; however, the core intent applies across Reconomy, and to all colleagues who work for our organisation. We also expect our suppliers and partners to share our values relating to inclusion, and to contribute to our progress on this agenda.

This statement outlines our commitments and what we expect of employees to support us in achieving our business goals.

Scope

This policy applies across Reconomy, to all our business brands.

Our Commitments

At Reconomy, we value everyone equally and want to make sure that every colleague is treated with dignity and respect. We will continue to operate in a way that aligns with our values of respect and integrity. To achieve this, we will;

- Promote equal opportunities for all
- Create a workforce that represents our society
- Prevent all forms of discrimination
- Have zero-tolerance to bullying or harassment
- Create a culture which values and encourages individuality

Our Expectations

We recognise to deliver against our commitments, we must create an environment where people feel their individuality is respected and valued. This therefore requires all colleagues to behave in a manner that aligns with our commitments.

We expect all our employees to;

- Callout and report inappropriate behaviour
- Respect and embrace different cultures and customs
- Be aware of unconscious bias
- Take responsibility for their own behaviour
- Play their part to create a genuinely inclusive workplace

Talk to your manager or your HR Manager if you have any questions about diversity and inclusion.

Key DEI Target

Strategic Aim	Objective	Target	Responsible	Goal year
Diversity, equity and inclusion	Promote DEI and fairness	Implement 100% of high-priority actions identified from implementing the DEI Strategy plan and report progress updates annually	Group HR and Sustainability	2028

Signature:



Name: Guy Wakeley
Position: Chief Executive Officer
Date: 28th August 2026