



Justice, Equity, Diversity and Inclusion Policy

Fairness in practice. Respect in action.

Effective date: February 2026

Review cycle: Biannual

Approved by: Director of Harrison Brands Ltd

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Justice, Equity, Diversity and Inclusion

High Level Summary

We believe people deserve to be treated fairly and with respect.

We act to prevent discrimination, support difference, and make room for people to be themselves at work.

1. Policy purpose

This policy sets out Harrison Brands Ltd's commitment to justice, equity, diversity, and inclusion (JEDI) in the way we work together.

Harrison Brands believes that people do their best work when they are treated fairly, listened to, and respected for who they are. This policy exists to ensure that inclusion is part of everyday practice, not a separate initiative.

This policy is public facing to ensure transparency and accountability.

2. Scope

The principles set out in this policy are intended to guide behaviour, decision-making, and accountability across all business activities.

This policy applies across all areas of Harrison Brands Ltd's work and impact, including:

- Internal operations and workplace practices
- Client work and customer relationships
- Supplier and partner relationships
- Community engagement and wider societal impact

This policy applies to all individuals and stakeholders connected to Harrison Brands Ltd, including:

- Employees
- Freelancers and collaborators
- Clients
- Suppliers
- Partners and networks

3. Our commitment

Harrison Brands Ltd is committed to embedding justice, equity, diversity, and inclusion across all aspects of its business. This commitment applies to how the company operates internally, how it delivers work for clients, and how it contributes to the wider community.

Harrison Brands is committed to :

- **Treating everyone with dignity and respect**
- **Creating a working environment free from discrimination, harassment, or exclusion**
- **Ensuring fairness in opportunity, progression, and recognition**
- **Listening, learning, and acting when concerns are raised**

Justice and equity mean recognising that people do not start from the same place and responding with fairness, not assumptions.

4. Inclusion and protected characteristics

This policy applies to everyone, regardless of:

- Religion or belief
- Race or ethnicity
- Gender or gender identity
- Sexual orientation
- Disability
- Age

Any other characteristic or circumstance that may lead to unfair treatment.

Harrison Brands does not tolerate discrimination, harassment, or victimisation in any form.

5. Religion, belief, and cultural observance

Harrison Brands recognises that religious and cultural observance varies and is not fully reflected in UK public holidays.

Employees may request time off for religious or cultural observance.

This may be taken as:

- Paid leave
- Adjusted working hours
- Time in lieu

There are no fixed rules. Decisions are made through open dialogue, trust, and mutual respect, taking into account individual needs and the practical requirements of the business.

6. Everyday practice

Inclusion at Harrison Brands is reflected through:

- Flexible working arrangements where reasonable
- Thoughtful scheduling of meetings and deadlines
- Open conversation rather than assumption
- Willingness to adapt as the business grows

Inclusion is understood as an ongoing practice, not a static policy.

7. Legal framework

Harrison Brands operates in line with UK equality and employment law, including the Equality Act 2010.

This policy complements, but does not replace, legal rights and obligations.

8. Raising concerns

Any concerns relating to justice, equity, diversity, or inclusion may be raised through the Stakeholder-Wide Grievance Policy.

Concerns will be taken seriously and addressed fairly, with a focus on understanding, accountability, and improvement.

9. Governance and review

This policy is approved by the Director of Harrison Brands Ltd. This policy is reviewed biannually to reflect learning, change, and evolving best practice.

The Director of Harrison Brands Ltd is responsible for ensuring that this commitment is actively implemented across the organisation's operations, client work, and external relationships. This includes:

- Ensuring policies and practices align with JEDI principles
- Reviewing decisions that may have equity or inclusion implications
- Supporting a culture of accountability and continuous improvement

10. Related policies

This policy should be read alongside:

- Human Rights Policy
- Employee Handbook
- Stakeholder-Wide Grievance Policy
- Purpose and Stakeholder Governance Policy

Truth matters

Harrison Brands believes that justice, equity, diversity, and inclusion are not abstract ideas.

They are expressed through everyday decisions, honest conversations, and a commitment to treat people fairly.

Harrison Brands recognises that its influence extends beyond its own operations and seeks to contribute positively to wider systems through advocacy, collaboration, and responsible client work.

Through collaboration and authenticity, we uncover the real stories behind brands, crafting narratives that inspire action and create meaningful impact.

We aim to be a force for good, using our expertise to drive honest change and help build a better future for all.

harrisonbrands.com

Artificial intelligence was used to support the drafting of this policy. All content has been subject to substantial human input, critical analysis, and editorial judgement. All data, positions, and statements contained within this policy are truthful to the best of our knowledge and have been reviewed and approved by the Director of Harrison Brands Ltd.



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