

JEDI Action Plan

fussy.

What is JEDI?

JEDI stands for Justice, Equality, Diversity and Inclusion.

JEDI is a set of principles that guides decision making at Fussy. We resolve to create our products, foster our office culture and grow our Fussy community with justice, equality and inclusion at the foundation. We stand against racism, discrimination and all forms of injustice.

Our Commitment Statement

Our commitment to Justice, Equality, Diversity and Inclusion:

- **Justice:** We commit to continually assess and hold ourselves accountable, so we can ensure that policies and practices are fair and human-centred.
- **Equity:** We seek to recognise barriers and biases within processes and practices and work to remove these, so everyone has access to necessary resources and opportunities.
- **Diversity.** We value the existing diversity in our team and seek to further reflect the population and build teams with diverse backgrounds and cultures.
- **Inclusion.** We commit to foster a culture where every individual is respected and their voices are welcomed and valued.

Our commitment to these values cannot be a statement alone and action is needed for us to live these values and make them evident in our policies, staff, mission and community. Accountability for this commitment is held by our C Suite.

Headline Internal Employee Survey Findings

- Response Rate: 80%
- Inclusion: 4.3/5
- Connection: 4.3/5
- Recommend Fussy: 4.0/5
- Work enjoyment: increased from 4.08 to 4.13*
- Work life balance: decreased from 3.7 to 3.4*
- Role clarity: decreased from 4.1 to 3.9*
- Comfort giving feedback: decreased from 3.8 to 3.6*

Key Takeaways

1. Overall positive feedback, particularly around inclusion and connection within the company.
2. Calls to increase openness and communication with employees
3. Requests for a more flexible schedule to improve work life balance
4. Room for improvement in employee diversity, especially at the senior level.

Informed Actions

1. Making Fussy's commitment to JEDI and the JEDI Action Plan public and easily accessible to improve communication and openness
2. Improving communication around existing policies so employees are aware of benefits and flexibility
3. Analysing current policies to find existing shortcomings and ways to make progress e.g. in hiring practices, working hours and benefits
4. Improving JEDI knowledge, particularly at a senior level

Year 0 Actions

1. The company develops a JEDI commitment statement that is public, approved by the the exec team/highest governing board & applies to the company's policies and practices across operations, customers and community
 - The company assigns accountability for the JEDI commitment to the executive team or highest governing body.
2. The company communicates its JEDI action plan and progress publicly, once per year at minimum.

Action 1: JEDI Commitment Statement

Our Commitment: Our JEDI commitment statement is a public commitment that JEDI principles will serve as a foundation for decision making at Fussy. We resolve to create our products, foster our office culture and grow our Fussy community with justice, equality and inclusion at the foundation. We stand against racism, discrimination and all forms of injustice.

Our Choice: Employee feedback included requests to improve communication and clarity around policies. Our JEDI commitment statement clearly communicates our stance and values to employees. It also indicates the values that will serve as a foundation to future decision making within Fussy.

Deadline: March 30th 2026 for publishing Fussy's fully approved JEDI statement

Resource Allocation: the JEDI commitment statement to be drafted by 28th February 2026 between a B CORP dedicated team and the Head of People. Accountability held by C Suite.

Stakeholder Engagement:

- Fussy employees: statement is both available on the website and on the company internal notion page
- Public/Fussy customers: statement is publicly available on the Fussy website.
- Fussy will run a business wide update on the JEDI action plan by 30th May 2026 to further embed the statement in the business

Co-benefits: Stakeholders are aware of JEDI principles and public commitment, may encourage discussion and openness.

Action 2: Public JEDI Action Plan

Our Action Plan: This will detail our current action plan for the upcoming years in regards to advancements in JEDI within Fussy. It will also document progress, any challenges we encounter and potential failures to meet our commitments. It will be available to view publicly on our website and shall be updated at least once per year.

Our Choice: Our Action Plan will improve communication with Fussy employees, so they're aware of planned improvements to company policies and practices. The plan will involve designating a lead and team with clear roles, which will improve role clarity. Publicly sharing the plan and annual updates will also help improve accountability.

Challenges of implementing to date: people fully understanding what JEDI encompasses. We have faced into this internally with informal conversations, regular mentions in our company all hands weekly meeting and a commitment to a BCorp lunch and learn for the whole business to be held by 30th May 2026. For external stakeholders we have added a 'What is Jedi to Fussy?' section on the JEDI page, within the BCorp Documents and Statement section.

Resource Allocation: To be drafted by 28th February 2026 between a B CORP dedicated team and the Head of People. Head of People will update the plan annually. They will also assign a lead and team to each action next chosen to be worked on. Dedicated time given to each action. This will be completed by 31st December 2026.

Stakeholder Engagement:

- Fussy employees: a lead will be chosen and team will be formed for each JEDI action chosen by 31st December 2026.
- Public/Fussy customers: the action plan will be publicly available to view on the Fussy website by 30th March 2026.
- Fussy commit to publicly update the JEDI action plan each year and clarify progress on the year 3 and year 5 actions

Co-benefits: Sharing of progress of our JEDI action plan with stakeholders. Increased transparency with our customers and employees.

Year 3 Planned Actions*

1. The company implements inclusive hiring practices.

- Employee feedback included calls to increase diversity within the workforce. We plan to analyse the existing hiring process and implement changes to improve inclusivity. Current discussions include adding our JEDI commitment statement to job postings and evaluating masculine/feminine language used.

2. The company provides additional types of paid leave beyond legal minimums.

- There is area for improvement in employee work life balance. Offering additional types of paid leave is one way this could be improved to ensure personal lives are valued highly.

*Y3 actions may change after the pulse surveys in Y1 but will be updated in the B CORP annual updates and in a publicly accessible version of the JEDI Action plan which will be updated annually. These will be finalised by 31st March 2027

Year 5 Planned Actions*

1. The company reviews and updates (at least 5) existing policies using JEDI principles.

- Areas of policy improvement pointed out by employees, such as inclusive hiring practices and working hours, will be reviewed and updated. Need to ensure our existing policies reflect our JEDI principles.

2. The company improves JEDI knowledge and capacity among leaders.

- To ensure policy updates and further decision making are made with a JEDI foundation, improving knowledge among leaders is necessary to allow them to review current policies through a JEDI lense. Current discussions include training workshops.

*Y5 actions may change after the pulse surveys in Y1 but will be updated in the B CORP annual updates and in a publicly accessible version of the JEDI Action plan which will be updated annually. These will be finalised by 31st March 2029

Summary

At Fussy, JEDI principles are at the heart of our values and commitment to meaningful change.

Our JEDI Action Plan focuses on formalising JEDI principles in our decision making, with specific actions committed to. All of our decisions are led by stakeholder feedback.

We've already made strong progress, with bi-annual surveys, publishing a commitment statement and ensuring this plan is publicly available. We aim to further embed JEDI principles into our business over the next 5 years via education and policy review and commit to providing an annual update to the plan.

Appendix: Survey Questions

1. I enjoy the work I do.
2. I am clear on what is expected of me in my role.
3. I can grow and learn at Fussy.
4. What's one thing Fussy could do to make you feel more engaged in your work?
5. I can maintain a healthy balance between work and my personal life.
6. I feel supported to take care of my wellbeing at work.
7. What's one thing Fussy could do to support your wellbeing day-to-day?
8. I feel connected to the people I work with.
9. I feel accepted and included at work.
10. What's one thing that would help you feel even more connected at Fussy?
11. I feel comfortable giving honest feedback at work.
12. I feel comfortable asking for feedback at work.
13. What's one thing Fussy could do to make feedback easier or more effective?
14. I feel able to share my opinions openly at work.
15. I can raise a different or unpopular view without fear of negative consequences.
16. When I share my views, I feel listened to and respected.
17. I believe people are treated fairly at Fussy.
18. I feel my performance is evaluated fairly.
19. What is one thing Fussy could do to create a more inclusive and equitable culture?
20. I am proud to work for Fussy.
21. I would recommend Fussy as a great place to work.