



Consult4impact Ltd Justice Equity Diversity and Inclusion (JEDI) Action Plan & Progress Update (for website publication)

Consult4impact Ltd (C4i) is committed to equality, inclusion, fair treatment and the practical application of justice, equity, diversity and inclusion principles across our business.

As part of our B Corp certification work, we have identified a number of Year 0 JEDI actions and have begun embedding them into our governance and day-to-day practices.

Progress to date

Public commitment to equality, inclusion and fair treatment

Completed. C4i has adopted and published an Equality, Inclusion & Fair Treatment Statement setting out our principles and leadership commitment.

Inclusive recruitment

Completed. C4i has developed an Inclusive Recruitment Handbook covering job advertising, job-description review, bias reduction, candidate assessment and recruitment record keeping.

Inclusive language guidance

Completed. C4i has adopted an internal Inclusive Language Guide to support respectful, clear and inclusive communication.

Additional paid leave

Completed. C4i has introduced additional fully paid leave provisions covering personal leave, employee-chosen religious or cultural leave, and adoption leave.

Responsible communications and content

Completed. C4i has adopted a Responsible Communications & Content Policy covering accuracy, evidence, ethical content, inclusive language, representation and responsible use of AI.



Stakeholder engagement and governance

In progress. C4i is developing and maintaining a stakeholder map, engagement log and annual governance review process to ensure stakeholder views and impacts are considered systematically.

What happens next

C4i will continue to review its JEDI actions as part of its wider governance framework. Progress will be considered through the Annual Impact & Stakeholder Governance Review, and additional actions will be selected and implemented as the business develops.

This update will be revised periodically to reflect material progress or changes in approach.

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