



Domaine de Graux

Justice, Equity, Diversity & Inclusion (JEDI) Commitment

1. Our JEDI Policy

At Domaine de Graux, Justice, Equity, Diversity, and Inclusion (JEDI) guide the way we farm, welcome guests, and engage with our community. Our mission to prove that organic and regenerative farming can thrive at scale is inseparable from our responsibility to ensure that everyone - regardless of background, identity, or ability - has equitable access to healthy food, fair opportunities, and welcoming spaces.

We want the Domaine to be a place where everyone feels welcome, respected, and able to participate fully. This commitment is not an add-on to our work - it is embedded in our values and grounded in our daily operations. This commitment will evolve as we grow.

2. Scope

This commitment applies to all our activities, including:

- **Farming practices** that support healthy soils, biodiversity, and fair access to sustainable food.
- **Hospitality and events**, ensuring all guests feel welcome and supported.
- **Community engagement**, including workshops, visits, and educational programs.
- **Facilities and infrastructure**, designed to be accessible to all.
- **Employment**, from recruitment to training and development.
- **Suppliers and partners**, with attention to fairness and diversity.
- **Communications**, ensuring our messages are respectful, inclusive, and accessible.

3. Mission Alignment

Our mission - to prove that regenerative, organic farming can work at scale - is inherently tied to JEDI:

- By making sustainable agriculture accessible to all,
- By improving the resilience of farmers,
- By engaging consumers through education and awareness,
- By building local short food value chains that support justice, equity, diversity, and inclusion.

4. Our Commitments

- Accountability and Leadership
- Inclusive Communications and Guest Experience
- Equity of Access to Facilities
- Employment and Workforce Diversity
- Continuous Improvements

4.1. Accountability and Leadership

Our JEDI principles are embedded in all strategic discussions, decision-making processes, and organizational planning. We are committed to progressively strengthening JEDI awareness, knowledge, and practical skills across the entire team. Ongoing learning and capacity-building opportunities will be



provided to enable team members to actively integrate JEDI principles into their daily work and responsibilities.

4.1.1. Implementation

The General Manager and Impact Coordinator are responsible for reviewing and implementing JEDI actions. The Executive Committee (General Manager and investors) is accountable for ensuring that JEDI principles are embedded in all strategic decisions.

Annual Sensitization & Awareness Workshops

To build shared understanding and a common culture, we organize one JEDI-related workshop per year, adapted to our team size and availability.

Non-exhaustive list of relevant Sensitization & Awareness workshops:

- *Fresque de l'Entreprise Régénérative*: Introduces regenerative principles beyond agriculture (governance, social impact, inclusion). Helps staff understand how JEDI fits into a regenerative business model.
- *Fresque de la Diversité*: Explores diversity in all its forms (gender, age, culture, ability, socio-economic background). Encourages reflection on unconscious bias and inclusive behaviours.
- *Fresque du Sexisme*: Addresses gender bias, stereotypes, and respectful workplace culture.
- *Atelier Handicap & Accessibilité*
- *Atelier Communication Inclusive*
- *Atelier "Accueillir des publics vulnérables"*
- ...

Workshops will be chosen annually based on team needs, availability of facilitators, and relevance to ongoing projects.

Onboarding module and internal guide

New staff members will be onboarded and be handed a (digital) copy of the Domaine's Culture Playbook, which will address JEDI topics such as inclusive communication, guest interactions, and more.

4.1.2. KPIs

- Number of JEDI training/workshops offered
- % of staff receiving JEDI training

4.2. Inclusive Communications and Guest Experience

We ensure that our communications (whether public, internal, or consumer-facing) are inclusive, respectful, and accessible to all. Our products and services are designed to be welcoming and relevant to diverse communities. Likewise, our offer of educational programs (workshops, events, farm visits) is designed to be inclusive, accessible, and engaging participants of varied backgrounds, abilities, and levels of familiarity. We also welcome neighborhood schools, including those with children from diverse social backgrounds, so they can benefit from a high-quality pedagogical approach. Thanks to our partnership with Le Crié, these schools only cover animation costs, with no location or material fees. For enterprises, we offer a broad range of activities that activate different competencies - cognitive, motor, linguistic, and more - ensuring that every team can find an inclusive and meaningful teambuilding experience.



4.2.1. Implementation

Our communication pillars

- Open & honest: We communicate transparently, share context, and speak up early - especially when something feels unclear or challenging.
- Collaborative by default: We work with each other, not in silos. Questions, ideas, and feedback are always welcome.
- Warm & inviting: Our tone is human, respectful, and kind. We assume good intentions and make space for different perspectives.
- Constructive & solution-oriented: We address issues directly, focusing on learning and improvement rather than blame.
- Clear & thoughtful: We aim for clarity over complexity and choose the right channel at the right moment.

In short, we communicate to build trust, strengthen collaboration, and move forward together.

Local-first approach & community participation

- Prioritize local suppliers, creatives, and event partners to reduce footprint and support the regional economy.
- Invite local schools, associations, and residents to co-create events.
- Collaborate with local social enterprises/inclusion-focused organizations.

Digital Inclusion & sustainability

- Ensure website and visuals meet accessibility standards (contrast, captions, alt text).
- Reduce digital footprint: optimize website speed, avoid unnecessary data-heavy media.

Inclusion & Sustainability in storytelling

All communication, whether it's a LinkedIn post for CEOs, a chef's tasting invitation, or a label on a jar of jam should feel like it comes from the same voice: rooted in the soil, guided by purpose, and shared through experience.

- Communicate transparently about progress, not just achievements. Avoid "eco-aesthetics" without substance.
- As much representation as possible in visuals (gender, ethnicities, social backgrounds, etc).
- Use inclusive language: avoid gender bias, industry jargon, or elitist tone.
- Use slow, seasonal storytelling instead of constant publishing. Plan content around natural cycles and key harvests.

The Communication Coordinator is responsible for ensuring that all public-facing communication (website, social media, on-site materials, and print) is accessible, inclusive, and aligned with best practices and our internal communication guidelines.

To strengthen consistency across channels, we are progressively centralizing our communication assets within a dedicated Canva environment and conducting a phased audit of existing materials (digital and print). This process will align all active communication materials with our communication pillars, accessibility standards, and inclusion principles.



By the end of 2026, we will implement a structured content workflow to ensure that no material is published without prior review and approval. As part of this governance process, a standardized checklist will be used to check for accessibility and inclusivity (language, representation, visuals, contrast, alt text, tone). All newly created materials will be reviewed against our communication guidelines and this workflow. Where time permits, existing materials will be gradually revised to align with current standards.

All external partners and agencies (e.g., advertising agencies) will be formally briefed on our communication guidelines. Any externally produced content will be subject to internal review and validation prior to publication to ensure full alignment with our standards.

Regarding visual diversity in our channels (such as Instagram and Facebook), the imagery we use reflects the team behind our work. We welcome people of all backgrounds and are committed to an inclusive environment, but as a small team, the diversity represented in our visuals will naturally reflect who is part of the organization at any given time. For this reason, setting up a target for visual diversity is not feasible.

Inclusive guest experiences

We design every guest interaction, from first contact to follow-up, to be welcoming, accessible, and meaningful for diverse audiences.

- Provide clear, transparent information on accessibility features (physical access, parking, restrooms, terrain, seating, noise levels, etc.) on the website and booking confirmations.
- Use clear, jargon-free language during activities and adapt explanations to different levels of prior knowledge.
- Avoid assumptions about background, expertise, family structure, or dietary habits.
- Keep group sizes manageable to allow personal attention and inclusion.
- Curate visuals, guest speakers, and collaborators that reflect diverse ages, genders, backgrounds, and abilities.
- Create moments for dialogue and exchange, encouraging different perspectives.

Staff will receive the necessary knowledge on welcoming guests with disabilities or additional needs, thanks to our Culture Playbook. In this document, clear procedures will be documented to ensure all visitors feel safe, respected, and supported.

Our performance on inclusiveness and accessibility will be monitored through our stakeholder consultations as well as satisfaction surveys and spontaneous feedback after events.

4.2.2. KPIs

- % of newly created communication materials reviewed against guidelines
- % of externally produced communication materials meeting our communication guidelines
- % of published content following the structured review workflow
- % of existing materials revised to meet current guidelines
- Guest experience satisfaction rate

4.3. Equity of Access to Facilities

We create and maintain spaces that are thoughtfully designed, welcoming, and accessible to everyone, regardless of ability or needs.



4.3.1. Implementation

As part of our ongoing farm renovations (2025-2026), we prioritize equity of access for all visitors and staff. Specific infrastructure adaptations include:

- Accessible parking and elevators
- Rooms and toilets adapted for people with reduced mobility
- Furniture with adapted height for kids
- Mobility support (e.g., small electric carts)
- Thoughtful layout of furniture and spaces

All public areas (entrance, reception, conference facilities, restaurant, and sanitary facilities) are designed to be as accessible as possible.

Once renovations are complete, we will seek onsite audits and certification from a recognized disability association to validate accessibility standards.

4.3.2. KPIs

- % of areas meeting basic accessibility criteria
- Accessibility satisfaction rate
- Audit or certification (e.g. label Access-i)

4.4. Employment and Workforce Diversity

We integrate JEDI principles into our employment processes, promoting diversity and equity in recruitment, retention, and career development.

We strive to create a workplace culture where everyone feels valued and empowered, regardless of background, identity, or ability.

4.4.1. Implementation

We use inclusive job descriptions (neutral language, clear requirements), advertise roles through networks that reach diverse candidates and standardize recruitment processes to reduce bias. We also offer flexible roles where possible (seasonal, part-time, adapted tasks) and we do not limit age or location of the candidates. When working with interim agencies, we request that they demonstrate inclusive recruitment practices by aligning with our JEDI principles and our Supplier Code of Conduct.

4.4.2. KPIs

We will track basic diversity indicators (gender balance, age range, backgrounds).

- Gender balance across the team
- % of new hires from diverse or underrepresented backgrounds

5. Continuous Improvement

We recognize that JEDI is a journey, not a destination. We commit to regularly reviewing our practices and adapting our policies to ensure that inclusivity, equity, and diversity remain at the heart of our farm's operations. This JEDI commitment is therefore a living document. It will evolve as our team grows, our hospitality activities expand, and our understanding deepens.



We commit to regularly:

- Review our progress
- Seek feedback from our stakeholders
- Update our KPIs
- Adjust our actions based on feedback
- Communicate progress transparently to staff and stakeholders

Our goal is steady, meaningful progress toward a more just, equitable, diverse, and inclusive farm.