

Justice, Equity, Diversity and Inclusion (JEDI) strategy





still water

SEA

Our commitment

It's a big mission. We need everyone.

Changing the world's relationship with water takes every kind of mind, background, experience, abilities, and approach. The old ways and the new. The big moves and the small acts.



Our water is made for everyone, everywhere.
And so are we.

We're committed to making sure every person at SEA Water belongs, is treated fairly, and can do their best work. That commitment extends beyond our walls – to our partners, suppliers, and the communities we serve.

Accountability for our JEDI commitments sits with SEA Water's executive team. This plan is reviewed and published publicly every year.

Questions or feedback: info@drinkseawater.com



Targets

People and culture

By 2030

1

50% of leadership roles will be held by women;

2

SEA will have established a cross-departmental leadership group reflecting diverse backgrounds, ensuring all departments have a voice in strategic decisions;

3

All major business decisions at SEA will be assessed against a sustainability decision checklist, ensuring environmental and social considerations are embedded across all departments;

4

100% of SEA employees will have completed ESG and DEI training, supported by an ongoing cross-departmental programme.

Road map and progress



Road map and progress

2028

Formal mentorship and sponsorship programme established for all employees, with tracked participation from underrepresented groups.

Not started

Evaluate current status for incorporating B Corp year 5 targets.

Started

JEDI training completed by HR and all managers.

Not started

Formalise structured approach to reducing bias across our hiring process, documented and implemented.

Started

Road map and progress

2030

Targets met:
Cross-departmental
leadership group
established.

Not started

Targets met:
100% ESG &
DEI training
complete.

In progress

Target met:
50% of
leadership roles
held by women

In progress

Targets met:
Sustainability
decision checklist
embedded.

Not started