

Declaration for justice, equity, diversity and inclusion (JEDI)

Bio Bulgaria AD declares its commitment to observing the principles of justice, equity, diversity, and inclusion in all spheres of its operations.

Our operations and impact

As an established company dedicated to organic food, our mission is to create real food with a clean composition, produced in a way that respects the Earth, and to operate in a manner that earns trust. We know that all our daily decisions have a real impact on the people and the community around us.

Our responsibility

We are responsible to all stakeholders in our operations—from local farmers and processors to our team, clients, and end consumers.

What does JEDI means for us?

For us, these four principles are not merely terms, but a way of working:

- **Justice:** We strive to recognize existing forms of injustice within our value chain.
- **Equity:** We guarantee equal opportunities and fair working conditions for everyone on our team, regardless of their background, gender, language, religion, age, or beliefs.
- **Diversity:** We value the diverse perspectives, identities, and life experiences that our employees, partners, and customers bring.
- **Inclusion:** We create an environment where everyone feels welcome, respected, and heard—both in our office and in our communication with customers.

We commit to actively applying these principles in our daily activities, in our relationships with clients, and in supporting the local community.

Responsibility and transparency

This declaration has been approved by the Executive Director of Bio Bulgaria AD.

Date: June 30, 2026