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DIVERSITY & INCLUSION POLICY STATEMENT

JERA is committed to fostering a diverse and inclusive culture that enhances business growth, attracts top talent, and strengthens our operations. A diverse workforce drives innovation, collaboration, and performance, ensuring every employee can contribute their best.

This policy applies to all employees, directors, officers, contractors, subcontractors, suppliers, and outsourced engagements under JERA's direct supervision.

Diversity & Inclusion at JERA:

- Diversity means recognizing and valuing individual differences, including race, gender, nationality, religion, disability, sexual orientation, age, and other protected characteristics.
- Inclusion ensures equal access to opportunities, eliminating discrimination, and fostering a workplace where everyone is respected, valued, and empowered.

Our Commitment:

- Promote an inclusive work environment that encourages full participation from all employees.
- Ensure fair and transparent decision-making, with policies, benefits, and processes free from bias.
- Embrace diverse experiences and perspectives to maximize business performance.
- Maintain a zero-tolerance policy for discrimination and ensure fair treatment at all levels.
- Monitor workplace demographics and encourage open dialogue to ensure every voice is heard.
- Provide a safe and protected reporting system for concerns related to unethical behaviour or discrimination.
- Prohibit retaliation against anyone who reports in good faith.

At JERA, diversity and inclusion are everyone's responsibility. We expect all employees and contractors to uphold these principles to maintain a fair, respectful, and high-performing workplace.

Signed on behalf of JERA,

Name:	Stephen Lumsley
Title:	CEO, JERA
Signature:	
Date:	01-01-2025