	Forced Labour & Human Trafficking Policy Statement			Page 1 of 2
	Doc. No	JO-MA-POL-009	Rev	

FORCED LABOUR & HUMAN TRAFFICKING POLICY STATEMENT

Commitment:

JERA is committed to ethical employment practices and ensuring that neither forced labour, human trafficking, child labour, nor slavery exists within its operations or supply chain. This policy applies to all employees, agents, subcontractors, and suppliers worldwide.

Zero Tolerance Policy:

JERA strictly prohibits and will not tolerate:

- Any form of human trafficking, slavery, or involuntary servitude
- Child labour or coerced labour of any kind
- Misleading recruitment practices, including withholding identity documents
- Unfair labour conditions, including underpayment, excessive working hours, or unauthorized recruitment fees

Policy Requirements:

JERA and its business partners must:

1. Prevent Human Trafficking & Forced Labour – Avoid recruitment practices that use fraud, coercion, or threats.
2. Prohibit Child Labour – Fully comply with all local child labour laws.
3. Respect Employee Rights – Not confiscate passports, charge recruitment fees, or misrepresent employment terms.
4. Ensure Fair Working Conditions – Comply with local wage, benefit, and working hours regulations.
5. Provide Safe Housing – Ensure any provided accommodation meets legal safety standards.
6. Support Ethical Recruitment – Work only with recruiters who follow applicable labour laws.
7. Facilitate Safe Repatriation – Cover return transportation for non-local employees upon contract completion.
8. Verify Work Permits – Ensure employees working abroad have valid work authorizations.


Compliance & Enforcement:

JERA will:

- Conduct regular reviews of its operations and supply chain to identify risks.
- Require suppliers to acknowledge and certify compliance with this policy and the JERA Code of Conduct.
- Investigate all reported violations and take corrective action, including contract termination for non-compliant suppliers or subcontractors.

Reporting & Accountability:

Employees must report suspected violations through their supervisor or designated reporting channels. Retaliation against whistleblowers is strictly prohibited. Failure to comply with this policy will result in disciplinary action, including termination.

	Forced Labour & Human Trafficking Policy Statement			Page 2 of 2
	Doc. No	JO-MA-POL-009	Rev	

JERA upholds a zero-tolerance approach to forced labour and human trafficking, ensuring ethical and fair treatment of all workers within its global operations.

Signed on behalf of JERA,

Name:	Stephen Lumsley
Title:	CEO, JERA
Signature:	<i>Stephen Lumsley</i>
Date:	01-01-2025