

	<b>Anti-Bribery and Corruption Policy Statement</b>			<b>Page 1 of 2</b>
	<b>Doc. No</b>	JO-MA-POL-005	<b>Rev</b>	

## ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

### **Commitment:**

JERA is committed to a zero-tolerance approach to bribery and corruption. We conduct business ethically, transparently, and honestly, upholding the highest standards of integrity in all operations. This policy applies to directors, employees, agents, consultants, contractors, customers, and business partners, regardless of location.

### **Policy Scope:**

JERA strictly prohibits:

- Bribery – Offering, giving, receiving, or soliciting anything of value to influence business decisions improperly.
- Corruption – Any dishonest or fraudulent conduct for personal or business gain.
- Unethical Business Conduct – Engaging in practices that undermine fair competition or governance.

JERA expects all business associates to uphold these principles and align with our ethical standards.

### **Benefits of Ethical Business Practices:**

Maintaining a strong anti-bribery and corruption framework ensures:

- Sustainable business growth
- Cost savings through risk mitigation
- Regulatory compliance and reduced legal exposure
- Protection of JERA's reputation and stakeholder trust

### **Breach of Policy & Consequences:**

A breach of this policy is considered gross misconduct and may result in:

- Immediate dismissal for JERA personnel
- Termination of contracts with suppliers or subcontractors
- Criminal prosecution, including potential custodial sentences and fines

### **Third-Party Compliance:**

JERA will not conduct business with any suppliers, subcontractors, or representatives who fail to support robust anti-bribery and corruption policies.

### **Reporting & Whistleblowing:**

All personnel, customers, subcontractors, and suppliers have a duty to report any suspected or known cases of bribery or corruption.

- Reports will be treated confidentially, and JERA fully supports individuals who report concerns in good faith.
- JERA prohibits any form of retaliation against whistleblowers.

JERA remains committed to preventing, detecting, and eliminating bribery and corruption to ensure ethical, fair, and compliant business operations.



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**Rev**

C02

Signed on behalf of JERA,

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