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MODERN SLAVERY STATEMENT

PURPOSE

JPM has always implemented a high level of ethical and moral values in its Australian based, family business. This high level of ethical and moral values is also expected of our local and global suppliers.

JPM will cease sourcing products from any company it feels does not abide by our high level of ethical and moral values.

Modern slavery is an atrocious wrongdoing and a morally unacceptable act that deprives a person's liberty and dignity for another person's gain. Preventing modern slavery practices is a complex issue with a global impact. Eliminating the potential for modern slavery practices in our operations and supply chain is important to JPM.

JPM has zero tolerance to modern slavery and are committed to preventing slavery and human trafficking in our operations and supply chain.

Definitions

For the purpose of this Statement, Modern Slavery is defined in accordance with the definitions provided in the Modern Slavery Act 2018 (Cth), that is, including:

- (a) slavery (the condition of a victim over whom any or all of the powers attaching to the right of ownership are exercised, including where such a condition results from a debt or contract made by the victim);
- (b) servitude (the condition of a victim who provides labour or services including sexual services and because of the use of coercion, threat or deception, they are not free to stop working or leave their place of work and are significantly deprived of personal freedom);
- (c) forced labour (the condition of a victim who provides labour or services and because of the use of coercion, threat or deception, they are not free to stop working or leave their place of work);
- (d) deceptive recruiting (the condition of a victim being deceived about whether they will be exploited through a form of modern slavery);
- (e) forced marriage (where coercion, threats or deception are used or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony which causes the victim to marry without their free or full consent);
- (f) debt bondage (the condition of a victim's services being pledged as security for a debt, the debt is manifestly excessive, the reasonable value of the victim's services are not used to liquidate the debt, or the length and nature of the victim's services are not limited and defined);
- (g) trafficking in persons (the recruitment, transportation, transfer, harbouring or receipt of persons, by means of coercion, threat or deception, for exploitation through modern slavery);
- (h) the worst forms of child labour including:
 - (i) where children are exploited through slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage, serfdom and forced or compulsory labour;
 - (ii) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
 - (iii) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs; and
 - (iv) children are engaged in work which is likely to harm their "health, safety or morals"; and
 - (v) offences relating to use of children for production of child abuse material and to the production, dissemination or possession of child abuse material.

CONCLUSION:

JPM International endeavours to ensure that within our personnel and supply chain, compliance with all Modern Slavery laws, the following is adhered to:

- (a) employment is freely chosen;
- (b) child labour is not used;
- (c) a living wage is paid to all individuals;
- (d) individuals are not required to work excessive hours; and
- (e) any actions taken in the response to any instances of modern slavery are in the best interests of the suspected victim or victims.

We believe we have established a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards. It should be noted that if JPM were informed of any human trafficking/slavery activities against any of our suppliers, we would act immediately against the supplier and report it to the authorities and cease trading with them.

In our Australian family owned business, we have a Whistleblowing and a Code of Conduct Policy that we believe will identify and prevent slavery and human trafficking in our Australian run operations. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

In relation to our overseas supply chain, members of the JPM Management team undertake overseas trips to visit our suppliers numerous times of the year, (when travel is permissible) to see first-hand how our suppliers run their places of business.