



THE JAGUAR LAND ROVER WAY

CP2-005  
**HUMAN RIGHTS**

APPLICABLE FUNCTION(S) All	APPLICABLE JLR LOCATION(S) Global
LAST REVIEWED 04/02/2025	ISSUE LEVEL 1.9

## JAGUAR LAND ROVER CORPORATE POLICY

### Description

The Jaguar Land Rover group of companies (together JLR) is committed to undertaking business responsibly, with integrity, honesty and understanding. This commitment must be reflected in every aspect of our business conduct, including respect for human rights.

It is JLR's policy to comply with all laws, rules and regulations governing human rights in the territories in which JLR operates. Any breach of this Policy will be regarded as a serious matter and is likely to result in disciplinary action, dismissal or deselection. This Policy applies to all JLR officers, Directors and employees (collectively JLR personnel), together with all suppliers of goods and services or any other persons / organisations acting on JLR's behalf or engaging in business with JLR.

### Statement

JLR expects human rights to be respected in all our worldwide operations and by our business partners. Our key principles include:

- JLR does not knowingly engage with or deal with any business involved in slavery, human trafficking or other human rights abuses.
- JLR does not tolerate forced labour or other involuntary labour. JLR does not confiscate personal documents of employees or force employees to make any payment in order to secure employment or to undertake work with JLR.
- JLR does not employ anyone under the age of 15.
- JLR strives to foster safe, inclusive and respectful working conditions.

- JLR recruitment and employment practices, including payment of wages and benefits, comply with applicable laws and regulations.
- JLR promotes diversity and equality and does not unfairly discriminate on any ground, including (but not limited to): race, caste, religion, colour, ancestry, marital status, gender, gender reassignment, sex, sexual orientation, pregnancy, maternity, age, nationality, ethnic origin, disability, veteran status or any other category protected by applicable law.
- JLR recognises and respects each employee's right to freedom of association, including the right to join trade unions.

### JLR's Supply Chain

JLR's requirements of its supply chain partners with regards to human rights are set out in (i) the JLR Global Terms and Conditions and (ii) the JLR Global Supplier Sustainability Web Guide – Supplier Environmental & Social Requirements, including a Code of Basic Working Conditions.

JLR undertakes targeted due diligence on third party business partners to assess the risk of human rights abuses occurring in JLR's supply chain. JLR also reserves the contractual right to conduct audits of suppliers and/or to ask suppliers to submit third-party assessment or certification of compliance.

Supply chain partners found to have human rights abuses within their operations may be deselected.

### Reporting an Issue

Everyone working with JLR is responsible for the reporting of suspected or actual human rights abuses. If you become aware of an activity or conduct that you suspect is an abuse of human rights, either within JLR operations or within JLR's supply chain, you have a duty to report this.

Suitable channels for reporting are set out in within the Code of Conduct and Supplier Code of Conduct.

### Deployment

Executive Management of JLR, including the Chief Executive Officer, Senior Functional Directors, Heads of Departments and other senior managers of JLR, are responsible for implementing this Policy in their areas of responsibility.

From time to time, compliance with this Policy may be the subject of monitoring and / or auditing procedures. Management should be prepared to explain and demonstrate how this Policy's requirements have been implemented in their areas of responsibility.