

# SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR JAGUAR LAND ROVER AUTOMOTIVE PLC<sup>1</sup> AND ITS SUBSIDIARIES (JLR) FOR THE FISCAL YEAR ENDED 31 MARCH 2026

This Statement sets out the steps JLR has taken to address the risk of slavery and human trafficking taking place within its own operations and supply chains.

Please note for the purposes of this Statement JLR’s joint venture arrangements are treated as being part of our supply chain.

## OUR ORGANISATION

### Business Sector

JLR’s primary business is the manufacture of luxury automobiles. JLR has a House of Brands, comprising Jaguar, Discovery, Defender and Range Rover. JLR also supplies automotive parts, services and branded merchandise; offers a range of driving experiences and provides mobility and smart transportation services.

### Organisational Structure

The average number of staff working for JLR for the fiscal year ended 31 March 2026, was approximately:

Average Staff Numbers ('000)	Year Ended 31 March 2026			Year Ended 31 March 2025 <sup>2</sup>		
	UK	Overseas	Total	UK	Overseas	Total
Direct Employees (Salaried)	20.4	4.6	25.0	20.4	4.5	24.9
Direct Employees (Hourly Paid)	11.8	3.8	15.6	11.8	4.0	15.7
Agency Staff	2.0	0.1	2.2	3.0	0.1	3.1
Total	34.3	8.6	42.9	35.2	8.6	43.7

JLR has a global sales network across 117 countries and 1,169 franchised dealer sites worldwide. We have 18 JLR owned National Sales Companies (NSCs)<sup>3</sup> servicing 33 key international markets.

Other markets are serviced through export and import partners.



JLR’s traditional manufacturing base is in the UK. JLR also operates wholly owned factories in Brazil and Slovakia. Other manufacturing operations include a vehicle assembly site at Pune in India.

### Responding to Modern Slavery and Human Trafficking Risks

JLR has a cross-functional working group to respond to the risks of modern slavery and human trafficking. The working group has representatives from Group Compliance & Ethics, Procurement, Human Resources and Sustainability. We have an ongoing programme to improve our response to slavery and human trafficking risk. Existing policies and practices are regularly reviewed and updated as required. The preparation of this Statement involved consultation with colleagues across this working group together with our Executive team, and in-market teams such as those in Australia and Canada. Any actions arising from this consultation have been incorporated into the final Statement.

<sup>1</sup> Jaguar Land Rover Automotive plc is incorporated in the United Kingdom of Great Britain and Northern Ireland. Registered Office: Jaguar Land Rover Automotive PLC, Abbey Road, Whitley, Coventry, CV3 4LF, England, United Kingdom

<sup>2</sup> Our headcount figures for 2025 have been restated to be consistent with revised analysis methodology for 2026.

<sup>3</sup> Our NSCs include Jaguar Land Rover Australia PTY LTD (ABN 86 004 352 238) and Jaguar Land Rover Canada ULC (BN 808154652). At the time this Statement was prepared JLR Australia had 65 employees and JLR Canada had 40 employees.

## SLAVERY AND HUMAN TRAFFICKING RISKS WITHIN JLR'S OPERATIONS

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We have refreshed our risk assessment of slavery and human trafficking risks within JLR's own operations, considering the location of our operations; roles being performed; recruitment processes; and absence to date of reports of concerns regarding slavery and human trafficking. As well as direct employees, JLR has agency and contract staff working at our sites.

Our global risk assessment indicates that the likelihood of slavery or human trafficking risks—including forced labour, poor working conditions, child labour, or restrictions on freedom of association—occurring within JLR's direct workforce or among agency and contract workers under our supervision remains low.

### POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

We maintain a comprehensive suite of Corporate Policies, which explicitly set out our expectations of all those working for and on behalf of JLR globally (JLR Personnel) regarding human rights, slavery and human trafficking. These policies are reviewed at least annually. During the year ended 31 March 2026, we reviewed our Code of Conduct, Supplier Code of Conduct and Human Rights Policy but made no substantive changes relevant to this Statement.

#### Code of Conduct

The JLR Code of Conduct (the Code) is applicable to all JLR Personnel, including direct employees, agency and contract staff. The Code states that:

- We shall respect the human rights and dignity of all our stakeholders.
- We do not employ anyone under the age of 16 at our workplaces.
- We do not use forced labour in any form. We do not confiscate personal documents of JLR Personnel or force them to make any payment to us or to anyone else in order to secure employment with us or to work with us.

All JLR direct employees are bound by our Code on joining the business. The Code is available to JLR Personnel on the JLR intranet and to external parties via the JLR Corporate website. The JLR Annual Compliance Declaration process requires all JLR salaried staff globally and selected other personnel to confirm that they are aware of the Code and acknowledge that they are bound by it. For the January 2026 declaration process, 100% of this population of 26,233 have completed their declaration.

#### Human Rights Policy

JLR's Human Rights Policy articulates JLR's requirements with regards to the protection of human rights. The Policy applies to all JLR Personnel and has been distributed company-wide and is available for external parties via the JLR Corporate website. It sets out our commitment to respecting human rights and complying with laws, rules and regulations governing human rights in the territories in which we operate. This includes specific provisions addressing slavery, human trafficking, forced labour, child labour and upholding each employee's right to freedom of association.

### TRAINING ON SLAVERY & HUMAN TRAFFICKING

JLR's mandatory e-learning course on the JLR Code of Conduct reiterates JLR's commitment to respecting human rights. This training includes a scenario addressing human rights concerns. As of March 2026, 97.9% of the target population (all global salaried colleagues) had completed this training. Colleagues have to refresh their knowledge by retaking the eLearning every two years.

We have designed a specific learning package for our own workforce, particularly for the Procurement function, to educate colleagues on human rights and working conditions issues affecting our supply chain. To date, 87% of the Procurement function has completed the training.

### RECRUITMENT PRACTICES

JLR undertakes appropriate right-to-work and employment eligibility checks for all new direct employees, in accordance with applicable local laws and regulations in each country of operation. These checks are completed prior to employment commencing and require individuals to demonstrate their legal right to work in the relevant jurisdiction (for example, through citizenship, permanent residency or valid work authorisation).

As part of our recruitment processes, JLR checks compliance with minimum legal working age requirements in all markets. We check all new starters are 16 years of age or over upon joining. For early careers, interns, apprenticeships, and graduate programmes, age eligibility is confirmed during the recruitment process and verified against official documentation prior to an offer being extended or employment commencing.

### TRADE UNIONS AND OTHER BODIES REPRESENTING WORKERS

Through the Code, Human Rights Policy and employment practices, JLR recognises and respects each employee's right to freedom of association, including the right to join trade unions.

### CONTRACTUAL TERMS AND CONDITIONS

Contractual terms and conditions are in place with the companies that provide JLR with agency staff, requiring them to have policies and processes in place to protect human rights.

### ACCESS TO REMEDY FOR VICTIMS

JLR Personnel, our suppliers, and our stakeholders, can report any concerns relating to Slavery, Human Trafficking or any Human Rights abuses via our JLR Speak Up Confidential Reporting facility. This facility is operated by an independent external service provider to protect confidentiality and encourage reporting. Concerns can be raised confidentially or anonymously via our telephone and reporting hotlines which are available in multiple languages and locations.

During the year ended 31 March 2026, JLR received no reports of concerns regarding slavery or human trafficking in our own operations. In the event that such issues were reported to us, we would undertake an urgent and thorough investigation into the concerns raised under the supervision of members of the Executive Committee of JLR. If the investigation confirmed the concerns, we would put in place robust action plans to address the issue and, wherever possible, protect the victims

## SLAVERY AND HUMAN TRAFFICKING RISKS WITHIN JLR'S SUPPLY CHAINS

JLR sources goods and services directly from a global network of approximately 6,875 suppliers, based in 65 countries. These suppliers can be analysed by the area of the JLR business where they primarily supply goods and services to, as follows:

Area of JLR Business	Approximate Number of Suppliers	
	Year Ended 31 March 2026	Year Ended 31 March 2025
Production and Special Operations	550	600
Indirect Procurement and NSCs	5,800	6,050
Aftermarket	500	550
Branded Goods	25	25
Total	6,875	7,225

Like other automobile manufacturers, JLR's supply chain is highly complex. This complexity and limitations on the visibility beyond the first tier of the supply chain mean there are inherent challenges in efficiently and effectively assessing and addressing supply chain issues, such as human rights risks. Therefore, our work to address slavery and human trafficking risks within our supply chains has been focused primarily on our Tier 1 suppliers.

### RELATIONSHIPS WITH SUPPLIERS

JLR actively manages relationships with our Tier 1 suppliers via the Procurement function. This function has a global remit for sourcing across all JLR entities. Regular reviews are conducted with key suppliers to address any performance expectations that are not being met, including those related to human rights, amongst other topics.

### EXPECTATIONS OF SUPPLIERS

The standards JLR expects its suppliers to meet, including standards equivalent to those articulated in the Code, are set out in Global T&Cs, which also detail human rights requirements, including basic working conditions. The Global T&Cs are supported by JLR's Global Sustainability Web Guide – Supplier Environmental & Social Requirements document and JLR's Supplier Code of Conduct which articulates the minimum environmental and social standards JLR expects all its suppliers to adhere to. These address human rights and labour standards, including working conditions (specifically referencing modern slavery legislation), with expectations of processes and safeguards to demonstrate compliance. JLR communicates these standards through mechanisms including: supplier conferences; supplier communication system; direct buyer interactions; emails to suppliers; and via the JLR Corporate website.

### ASSESSMENT OF RISKS OF SLAVERY AND HUMAN TRAFFICKING IN JLR'S SUPPLY CHAINS

We continually review the risk of slavery and human trafficking risks within our supply chain, considering the markets we source from, the commodities and products we source, together with the risk profile presented by the suppliers we source from. Through our risk assessment, we have identified elevated risk of modern slavery relating to suppliers in Asia, Africa, South America and the Middle East of electronics, batteries (EV and PHEV), 3TG Minerals (tin, tantalum, tungsten and gold). Battery materials include copper, nickel, lithium and natural graphite. We robustly investigate how these suppliers protect human rights within their operations and we reserve the right to terminate supplier relationships where necessary.

All direct suppliers are required to hold a Sustainability Assessment Questionnaire (SAQ) score prior to a sourcing nomination decision. For indirect and aftermarket suppliers, the SAQ score requirement applies when a pre-defined financial threshold, based on a risk matrix, is exceeded. Suppliers are expected to achieve a minimum SAQ score as part of the sourcing process. Where this minimum score is not met, but there is a preference to nominate the supplier, the supplier must present an improvement action plan demonstrating how the minimum score will be achieved. Suppliers are required to update their SAQ responses throughout their contractual relationship with JLR. For more information on the SAQ, please refer to the Responsible Supply Chain section within the JLR Annual Report.

There are a number of people working on our sites as employees of companies providing outsourced services, such as cleaning, logistics and catering. The nature of these services may mean there is an increased inherent risk of slavery and human trafficking (including forced labour). The companies that provide these services are subject to Global T&Cs and the Supplier Code of Conduct. We continue to evolve our programme to monitor our suppliers' implementation of the Supplier Code, which includes obtaining additional assurances from these companies that they have effective procedures to protect their staff from slavery and human trafficking risks.

In our Slavery and Human Trafficking Statement for the year ended 31 March 2025, we reported that we had identified 41 suppliers who were deemed to present an elevated risk of slavery and human trafficking. We distributed a Slavery and Human Trafficking Questionnaire to these suppliers, in order to seek additional assurance. Of these 41 suppliers:

- 30 provided a satisfactory initial response to the questionnaire;
- 5 required further follow-up and we are working with these suppliers to obtain relevant assurances;
- 2 are no longer JLR suppliers; and
- 4 cases, no response has been received to date. These suppliers are being managed through our escalation process.

For the year ended 31 March 2026, our supply chain risk assessment has identified an additional 37 suppliers which may represent an elevated slavery or human trafficking risk. These suppliers span 9 countries or regions: Brazil, China, India, MENA, Vietnam, Morocco, Romania, Thailand and Turkey. We are currently seeking further information to understand how these suppliers protect human rights within their operations.

## ADDRESSING RISKS IN JLR'S SUPPLY CHAINS

There are several processes in operation that address human rights risks within JLR's supply chains. These include:

- **Conducting risk-based due diligence assessments of prospective suppliers.** Our policy is to conduct periodic due diligence to review the supplier once onboarded.
- To date 2,257 current suppliers (at individual statutory entity level) have completed the SAQ, which includes questions regarding forced / bonded and child labour. Responses to the assessments are independently validated against the evidence suppliers provide. The assessment has been developed to address modern slavery legislations, as well as other sustainability related regulations. No slavery or human trafficking issues have been reported to us through these assessments.
- The Supplier Technical Assistance diagnostic tool assesses all potential new suppliers for Production and Special Vehicle Operations. It includes six questions on human rights. Suppliers are asked to confirm that they do not employ any form of forced or child labour. No slavery or human trafficking issues have yet been identified by this process.
- Branded Goods Manufacturing Site Self-Assessment (MSSA) is required to be completed by all new suppliers of branded goods. The MSSA asks for information on labour standards, whistleblowing facilities and ethical/ social audits completed. Responses have been received from all current branded goods suppliers. No slavery or human trafficking issues have been reported to us through these self-assessments.
- JLR China supplier self-assessments, which new suppliers to JLR China are asked to complete, addressing legal and regulatory obligations. We also undertake searches of publicly available sources to see whether concerns are highlighted. No slavery or human trafficking issues have been identified through these assessments.
- We have performed 23 social audits in the year ended 31 March 2026 of suppliers identified as potentially representing an elevated slavery or human trafficking risk. These audits have not identified significant risks or issues with those suppliers.
- JLR's Supply Chain Transparency Team has been established to maximise the resilience of new electric vehicle supply chains and uphold ethical standards, as we transform to deliver our next generation of pure electric models. The Team is responsible for gathering key data to build a full detailed picture of these supply chains, so it can proactively assess risk, find solutions to potential supply challenges, and drive compliance with current and future legislation and ethical standards.
- We have evolved our supply chain traceability and risk scanning tools to continue to seek further transparency within our supply chains, including to identify potential risks relating to forced and child labour.
- A learning package for our suppliers which raises awareness on slavery, human trafficking and wider human rights issues was introduced during the year ended 31 March 2026. We also raise awareness on the importance of these issues through other means including direct communications.

For the year ended 31 March 2026, we received reports of human rights concerns relating to three suppliers. We have concluded our enquiries relating to two of these concerns and have found them to be unsubstantiated. We are continuing to investigate the remaining concern to determine if this is substantiated. We will review the outcome of this investigation and determine if any further actions are necessary.

When we become aware of slavery or human trafficking concerns within our supply chains, we seek to work with the relevant suppliers to improve conditions for their workforce. We reserve the right to deselect suppliers, if they were to fail to make required improvements within a reasonable timeframe.

## ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

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Meaningfully measuring the effectiveness of our actions to address Slavery and Human Trafficking risks is challenging, given the complexity of our supply chain and our limited visibility beyond Tier 1 suppliers. However, our assessment of effectiveness includes the following activities:

- **Periodic risk-assessment review:** As outlined in this Statement, we periodically evaluate our risk-assessment process so that it continues to capture relevant risks across our operations, sites and people.
- **Cross-functional engagement:** Our cross-functional working group provides regular feedback and drives enhancements to our approach. This has led to targeted learning sessions for our Procurement teams on specific forced-labour risks.
- **Monitoring corrective actions:** Where suppliers are required to implement corrective actions, we closely monitor progress to drive completion.
- **Speak Up oversight:** We continually monitor cases raised through our Speak Up facility. Any concern relating to modern slavery, human trafficking or human rights would be managed through our defined process, including investigation and, where applicable, identification and implementation of any necessary remediation.
- **Social Audits:** As described earlier in this Statement, we conducted 23 social audits during the year ended 31 March 2026. We use learnings from these audits to drive continuous improvements to our programme e.g. enhancing our control framework.

## APPROVAL

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This statement has been reviewed by the Board of Jaguar Land Rover Automotive plc and is approved on the Board's behalf by the Chief Executive Officer.

A handwritten signature in black ink, appearing to read 'P.B. Balaji', with a large, sweeping flourish extending from the end of the signature.

**P.B Balaji**  
Chief Executive Officer of Jaguar Land Rover  
8 May 2026