

JAS Worldwide Inc. Modern Slavery Statement

This statement is made pursuant to s54 of the Modern Slavery Act 2015 by JAS Worldwide, Inc. ("JAS Worldwide") for and on behalf of its affiliates and subsidiaries:

1. JAS Forwarding (UK) Limited (company number 01824515); and
2. JAS Road Freight (UK) Limited (company number 01488473),

together referred to as "JAS UK" throughout this statement, to which the Modern Slavery Act 2015 directly applies.

This statement is made in respect of the actions of the JAS UK entities only and their statutory duties under the Modern Slavery Act 2015 but encompasses the steps that JAS Worldwide and its subsidiary companies have taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery and human trafficking are crimes and violations of fundamental human rights. They take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for commercial gain.

Whilst this statement details only with the specific actions taken by JAS UK, the entirety of JAS Worldwide stands and acts against modern slavery across the globe and in any form it takes.

About JAS UK

We are part of a worldwide forwarding air/sea, warehouse & logistics, projects, and supply chain provider, with global headquarters in Atlanta, Georgia, USA. We are an independent provider of cost-effective, lean and agile solutions, with a global footprint of approximately 200 JAS offices extending into 50 countries, covering our core markets worldwide. JAS Worldwide has over 6,500 employees globally and an annual group turnover of over US\$4,000,000,000, and JAS UK has over 2630 employees within the UK, and an annual turnover of over £160,000,000 in the UK.

Our capabilities include sea and air freight forwarding, warehousing, contract logistics, and supply chain management. This puts our organisation in contact with many other organisations throughout supply chains. The nature of our business puts JAS UK in a position of increased risk of interacting with modern slavery or human trafficking. We act to ensure that any suppliers or customers we contract with have stringent and effective policies in place to prevent modern slavery and human trafficking.

Our Policies

One of our fundamental beliefs is that everyone has the right to work in a respectful and professional environment, which is free from any abusive or unprofessional conduct. We recruit all our employees either directly or through reputable recruitment agencies who are vetted in our sourcing process and who work under the Agency Workers Regulation 2010. All applicants/new hires are security checked and their 'right to work' status is confirmed prior to employment. To the extent that JAS UK recruits from outside the UK, we always check that the candidate has the 'right to work' in the UK paperwork, and ensure that all salaries offered are verified for compliance as well.

Our commitment extends beyond our own organisation; in terms of working with our suppliers, to ensure that our supply chain organisation also ensure a fair and respectful workplace for all.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies, and these are approved by the relevant Board of Directors for each JAS UK entity's ultimate parent company.

JAS Worldwide has implemented the JAS Worldwide Code of Business Conduct and Ethics (the "Code") to introduce a uniform standard of business conduct across all JAS Worldwide entities and subsidiaries and reflects our commitment to acting ethically and with integrity in all of our business relationships. The Code sets out policies adopted to identify and combat human trafficking and forced labour which are applicable to all JAS Worldwide entities and employees.

In addition to following the Code, the JAS UK entities each have in place:

- A responsible sourcing/procurement policy wherein we ensure that all those in our supply chains comply with our values, and we require our suppliers to confirm that they have a slavery and human trafficking policy in place; and
- A whistleblowing policy and, as part of our efforts to identify and mitigate risks within our supply chain, and we are introducing systems to identify, assess and monitor potential risk areas.

JAS UK employees are provided with regular updates delivered through internal training modules twice a year. This information is designed to follow up on cases of Modern Slavery in the news and to provide all staff details on how they can formally raise awareness or report any cases they may suspect through the appropriate channels. In Q4 of 2023, JAS Worldwide also implemented an online training module on forced labor and human trafficking provided by TRACE International and all employees including the JAS UK employees are required to take this online training every two years.

Our Suppliers

Our relationship with our suppliers have been established over a number of years and has been built upon a mutually beneficial factor.

To ensure our suppliers comply with and meet our requirements, we operate a supplier validation and renewal policy which is reviewed annually and for which we ask our suppliers to provide a copy or link to their own Modern Slavery Statement which we then validate. Any suppliers who have their own statements a copy of this is retained against the Supplier records electronically.

Where our suppliers are not under a legal obligation to create and maintain a Modern Slavery Statement, we ask that they acknowledge and adhere to our Modern Slavery Statement which they can obtain on the JAS UK website.

Due Diligence

JAS UK operates in a business and industry that exposes us to a potentially higher risk of coming into contact with situations of slavery and human trafficking. We understand that the use of Agency Staff and Third Party Carriers gives rise to the highest modern slavery risk in our business.

As part of our initiative to identify and mitigate risk, JAS UK:

- Identifies and assesses potential areas of risk when considering taking on new suppliers and regularly reviews our existing supply chains.
- Where possible, build long standing relationships with local suppliers and customers and make clear our expectations for business behaviour.
- Monitors potential risk areas in our supply chains.

Effective Action

If any member of JAS Worldwide staff suspects a violation of anti-trafficking, anti-slavery, or similar laws within JAS Worldwide, JAS Worldwide outlines a Compliance Procedure detailed in Section 21 of the Code. Staff is

encouraged to report any concern related to this Statement and the Code in confidence and without fear of retaliation.

We use the following key performance indicators (KPI's) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- All recruitment agencies we use are vetted accordingly as new suppliers, and in cases where they are not obliged to publish a Modern Slavery Statement, JAS UK asks that they acknowledge and adhere to our Modern Slavery Statement which can be obtained on the JAS UK website a link to which is provided.
- We compile monthly business management system reports, and we have quarterly meetings to review all suppliers who are approved and to ensure that all relevant documents are valid and in date as per the supplier approval process.
- JAS Worldwide Employees are encouraged to report suspected violations of anti-trafficking, anti-slavery, or similar laws to their management, Human Resources, legal counsel, executive management, and/or to the Ethics Hotline in accordance with JAS Worldwide's Ethics Hotline Policy available on the JAS Worldwide intranet.

Training

We operate a zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of this act in our business; our Anti-Slavery Policy is included in our Employee handbook and this is reviewed annually to align with any changes in this legislation.

All new JAS UK employees are provided with a copy of the Code and are required to acknowledge they have read and understood the requirements it places on them. The Code is published and accessible to all staff at JAS Worldwide intranet.

JAS UK also have a course on its online training platform aimed at bringing attention to human trafficking and servitude. This training material is updated each year to include any changes to the legislation and relevance to case studies we have touched on in previous training material as a means of follow up. This training is mandatory for all of our employees.

Due the high risk nature of our business we have identified a risk in our temporary recruitment agency approvals in that we already have a Supplier approval procedure but this does not sufficiently address our exposure in working with staffing agencies so we will be focused on improving that over the coming year.



PEOPLE MAKE THE DIFFERENCE

This statement is made pursuant to section 54 (I) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 2023 for JAS Forwarding (UK) Limited and JAS Road Freight (UK) Limited. It was approved by the board of directors for JAS Worldwide on 11 April 2024.

Signed By

A handwritten signature in blue ink, appearing to read 'Marco Rebuffi', written over a large, stylized blue oval.

Marco Rebuffi
For and on behalf of
JAS Worldwide, Inc.