



## **Modern Slavery Act Statement for the Financial Years 2020 and 2021.**

This statement is made in compliance to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the procedures JKX Oil & Gas plc (JKX) has applied to ensure that slavery and human trafficking is not taking place in part of our business including supply chain management.

### **Supply Chain Initiative:**

1. There are various forms of modern slavery, such as servitude, forced labour and human trafficking; all have in common the deprivation of a person's liberty for financial or other types of exploitation. Modern slavery in whatever form is a criminal activity and a violation of human rights.

2. JKX implement a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

3. JKX are also committed to ensuring there is transparency in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

4. JKX have sought the assurance of the same high standards from all of our contractors, suppliers and other business partners, we specifically prohibit the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

5. The JKX policy applies to all employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and business partners.

**6. RESPONSIBILITY FOR THE POLICY** The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

### **7. COMPLIANCE WITH THE POLICY.**

JKX staff at all levels must ensure that they read, understand and comply with this policy by co-operating and fully engaging this policy by engaging in:

- The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all employees.
- Notifying JKX as soon as possible if they believe or suspect that a breach of this policy has occurred, or may occur in the future.
- Raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

- Employees whom are unsure about whether the treatment of workers or their working conditions at any level of JKK supply chains constitutes any of the various forms of modern slavery get advice from their Line Manager.
- Encourage openness and support anyone who raises genuine concerns in good faith under this policy.

JKK are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. .

**8. COMMUNICATION AND AWARENESS OF THIS POLICY.** Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

The JKK zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

**9. BREACHES OF THIS POLICY** .Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct. We may terminate our relationship.



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**Victor Gladun**  
**Chief Executive Officer**  
**JKK Oil & Gas plc**  
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