

CORPORATE SOCIAL RESPONSIBILITY POLICY

Policy Brief & Purpose

At JDA, the way we lead, work and behave is driven by our core values. These values influence the way we meet client needs while respecting the regulatory requirements and the way we promote ethically sound practices within JDA.

JDA is committed to integrating responsible and sustainable business practices across our operations. It is our policy to act responsibly in our day-to-day relationships with our customers, suppliers, employees, and communities.

Scope

This policy applies to our company. It may also refer to suppliers and partners.

Policy Elements

Our principles encompass:

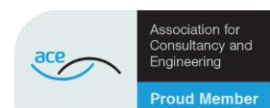
- high ethical standards when conducting business,
- acting in an environmentally conscientious and responsible manner,
- respecting the privacy and dignity of our employees, suppliers, customers, and contractors,
- promoting a work environment of equal opportunity and never engaging in unlawful discrimination,
- committing to employing a diverse work force,
- maintaining a safe and healthy work environment, *and*
- spending time, monies and resources to give back to the community and embracing philanthropy.

By demonstrating our commitment to Corporate Social Responsibility, we aim to align our business values, purpose and strategy with the needs of our clients, whilst embedding such responsible and ethical principles into everything we do.

These principles include established standards to ensure that working conditions are safe, that employees are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Human Rights

JDA strives to foster safe, respectful, and inclusive workplaces. JDA's culture is committed to respect, integrity, service and excellence. This commitment applies to all of our employees and spans our efforts to develop a



diverse workforce, maintain safe and secure workplaces, and support the health, wellness and career development of our employee base. We define these values to hiring; workplace behaviour; and employee conduct toward each other, our clients, and our business partners.

Humane Treatment

There is zero tolerance for harsh or inhumane treatment including sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of employees; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements are clearly defined and communicated to employees.

Harassment Prevention & Non-Discrimination

Unlawful harassment, in any form and regardless of intent, is a form of discrimination and interferes with our commitment to equal employment opportunity. JDA does not engage in discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or any other category protected by law. Harassment and/or discrimination contradict our values and have no place at JDA.

