

## J-POWER Australia

### Modern Slavery and Human Trafficking Statement

2025

#### Reporting entities (mandatory criteria 1)

**This is a modern slavery statement (*statement*), issued pursuant to the Australian *Modern Slavery Act 2018 (Cth) (Act)*, by J-POWER Australia Pty Ltd ABN 59 002 307 682 (*JPA*) for the Financial Year ending 31st December 2024 (*reporting period*).**

#### **J-POWER Australia's structure, operations and supply chain (mandatory criteria 2)**

JPA is a 100%-owned subsidiary of Electric Power Development Co., Ltd., headquartered in Tokyo, Japan.

Electric Power Development Co., Ltd., (**EPDC**) operates under the business name of J-POWER (**J-POWER**). J-POWER is a wholesale electric power utility in Japan, producing electricity, mainly from both coal-fired and hydroelectric power stations.

JPA is an Australian based investment company which owns minority energy coal joint venture interests in the Australian states of Queensland and New South Wales, which are managed and operated by the major mining companies, Glencore and Whitehaven Coal.

The joint ventures in which JPA holds an interest are:

Name	Location	Manager and operator	Webpage
Clermont	Qld, Australia	Glencore	<a href="https://www.glencore.com.au/operations-and-projects/coal/current-operations/clermont-open-cut">https://www.glencore.com.au/operations-and-projects/coal/current-operations/clermont-open-cut</a>
Valeria Project	Qld, Australia	Glencore. Note: not currently operating, project only.	<a href="https://www.glencore.com.au/operations-and-projects/coal/projects/valeria-coal-project">https://www.glencore.com.au/operations-and-projects/coal/projects/valeria-coal-project</a>
Narrabri	NSW, Australia	Whitehaven	<a href="https://whitehavencoal.com.au/our-business/our-assets/narrabri-mine/">https://whitehavencoal.com.au/our-business/our-assets/narrabri-mine/</a>
Maules Creek	NSW, Australia	Whitehaven	<a href="https://whitehavencoal.com.au/our-business/our-assets/maules-creek-mine/">https://whitehavencoal.com.au/our-business/our-assets/maules-creek-mine/</a>

The managers and operators of these joint ventures produce their own modern slavery statement each year, which can be accessed on the Australian Government's register at [modernslaveryregister.gov.au](https://modernslaveryregister.gov.au)

### **Risks of modern slavery practices (mandatory criteria 3)**

JPA is purely an investment company and does not have control over the joint ventures.

JPA is therefore not required to monitor or report on each joint venture and the associated operations and supply chains.

JPA undertook high level risk assessments of modern slavery risks in our operations and supply chains over the reporting period to consider the risk that we are causing, contributing to, or directly linked to modern slavery practices.

#### **Risks in our operations**

As JPA business operations are investments which take the form of joint venture interests, managed by either Glencore or Whitehaven and the monitoring of those investments, JPA is generally not in a position to control or change the supply chains for those investments.

The JPA office consists of fewer than ten employees with minimal office expenditure beyond office rent and salaries.

For JPA, we assess risk based on geographic risk, products, sector and methods of procurement. JPA considers the risk of modern slavery within its direct business operations to be very low, with the joint venture operations that it has an interest in being predominantly in Australia which has developed laws with respect to employment arrangements, and in industries which are generally subject to significant, ongoing and continually expanding regulation.

Further, the joint ventures that JPA invests in, are with major mining entities, with a strong Australian focus, who have sophisticated procurement policies which specifically address modern slavery risks.

#### **Risks in our supply chains**

JPA neither purchases nor supplies products, as JPA is an investment company.

For JPA's investments, JPA relies on the governance and operational arrangements of the joint venture managers/operators, either Glencore or Whitehaven. Both Glencore and Whitehaven outline their standards, policies and processes related to the matter of modern slavery in their modern slavery statements.

JPA itself predominantly procures services, most of which are sourced from Australian-based service providers (including legal, accounting, tax, human resources, information technology, technical engineering, market intelligence and office services). Australia is generally considered to be a low modern slavery and human rights violation risk.

## **Actions to assess and address modern slavery risks (mandatory criteria 4)**

JPA has a number of measures in place and under consideration to assess and address the risks of modern slavery in our investments and in our supply chains.

### **Due Diligence**

JPA is currently considering improvements to our onboarding processes, including the adoption of a modern slavery questionnaire for completion by business partners and their suppliers to ensure we are effectively assessing and addressing the risks of modern slavery in our joint venture investments.

### **Processes**

Given the size and nature of its operations in Australia, JPA considers that the processes it has in place are appropriate.

JPA is committed to limiting the risk of modern slavery in accordance with the policies of its parent company J-POWER.

JPA and our parent, J-POWER, recognize that respect for human rights is an important issue. This is explained on the J-POWER corporate webpage and in the J-POWER GROUP INTEGRATED Report.

[https://www.jpowers.co.jp/english/sustainability/contribution/human\\_rights.html](https://www.jpowers.co.jp/english/sustainability/contribution/human_rights.html)

and [https://www.jpowers.co.jp/english/ir/library/pdf/2024/jpowers\\_integrated2024\\_e\\_all.pdf](https://www.jpowers.co.jp/english/ir/library/pdf/2024/jpowers_integrated2024_e_all.pdf)

The Japanese government, in particular the Ministry of Economy, Trade and Industry (METI) has also introduced initiatives to control modern slavery. METI will focus on 10 concerns listed in its 2022 guidelines, including forced and child labor, gender and religion-based discrimination, and unpaid wages.

[https://www.meti.go.jp/english/policy/economy/biz\\_human\\_rights/index.html](https://www.meti.go.jp/english/policy/economy/biz_human_rights/index.html)

In April 2020, J-POWER (the parent company of JPA), was registered as one of the corporate signatories of the UN Global Compact (UNGC). The UNGC can be found at: <https://www.unglobalcompact.org/>

At the same time, J-POWER joined Global Compact Network Japan, a group composed of Japanese signatories to the compact.

J-POWER has engaged in efforts to improve its corporate value in the fields of environment, society, and governance (ESG). By signing the UNGC and clearly expressing our corporate stance, we will further strengthen our ESG initiatives.

J-POWER policies contain provisions that have the goal of seeking to ensure that there is no slavery or human trafficking in any part of the business or supply chain. For example, in order to clearly show the group's attitude toward respect for human rights and fulfill our responsibilities, the "J-POWER Group Basic Policy on Human Rights" was established that shows the basic concept of respect for human rights.

JPA have been working to respect human rights as part of the J-POWER Group's "Compliance Action Guidelines", but in the future we will promote efforts to respect human rights of all stakeholders, including the supply chain, based on this policy. The policy can be downloaded from the link below. It is also shown as an APPENDIX to this document.

[https://www.jpowers.co.jp/english/sustainability/contribution/pdf/2206policy\\_e.pdf](https://www.jpowers.co.jp/english/sustainability/contribution/pdf/2206policy_e.pdf)

JPA recognises these policies and engages in business in accordance with the principles they contain.

#### **Training**

JPA is working towards the provision of training for all relevant employees regarding modern slavery matters.

The aim of the training is to provide employees with additional education with respect to the requirements of the Act and to identify and respond to any modern slavery risks present in JPA operations.

#### **Assessing effectiveness (mandatory criteria 5)**

JPA remains committed to reviewing the effectiveness of our actions to assess and address the risks of modern slavery.

During this reporting period, our focus was to gain a better understanding of our modern slavery risks and how such risks may be present in our operations and supply chains. At this early stage, we are unable to adequately assess the effectiveness of measures we have undertaken.

However, we have commenced and will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our investments and also supply chains. (Noting that JPA mainly procures Australian professional services, not products).

#### **Consultation (mandatory criteria 6)**

JPA do not own or control any other entities.

#### **Further Steps and other relevant information (mandatory criteria 7)**

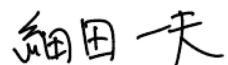
JPA has already taken or intends to take the following steps in our next reporting period:

- Continue to deliver in-house training programs for all employees to educate and raise awareness.
- Continue to improve reporting mechanisms to aid employees in noticing and raising red flags in relation to behaviors that reflect either modern slavery or human trafficking.
- Develop processes to be completed by new business partners and suppliers when initially engaged by JPA
- Develop processes and key performance indicators (KPIs) to enable JPA to assess the effectiveness of our actions.

#### **Approval and signature**

This statement is approved by the board of JPA and signed by Mr. Kazuo Hosoda in his role as the

Managing Director of JPA on 1<sup>st</sup> April 2025.

A handwritten signature in black ink, consisting of the Japanese characters '細田' (Hosoda) followed by a stylized '一夫' (Ichibu), representing the name Kazuo Hosoda.

**Kazuo Hosoda**

Managing Director,  
J-Power Australia Pty Ltd,  
ABN 59 002 307 682.

## **APPENDIX**

### **The J-POWER Group Basic Policy on Human Rights**

Based on the J-POWER Group Corporate Philosophy, we aim to contribute to society through our business activities and to develop in a sustainable way together with society. Guided by our Basic Policy on Sustainability, we are mindful of our responsibility to respect the human rights of people whose lives are impacted by our business activities. We make every effort to meet this responsibility.

We promote initiatives to respect human rights. Therefore, we have established a basic policy on human rights for the J-POWER Group (below, the “Basic Policy”) based on the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights), the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the Ten Principles of the UN Global Compact, and the UN Guiding Principles on Business and Human Rights.

#### **■ Scope of the Basic Policy**

The Basic Policy applies to all employees and officers of the J-POWER Group. We also encourage our business partners and suppliers to support the Basic Policy and to respect human rights.

#### **■ Human Rights Initiatives**

- At the J-POWER Group, we clarify who is responsible for implementing the Basic Policy and monitor the state of implementation.
- With a mechanism for human rights due diligence in place, we are committed to understanding the risks of having a negative impact on human rights and we work to prevent or reduce such risks.
- If it becomes clear that our business activities have had a negative impact or facilitated a negative impact on human rights, we will take appropriate measures to improve the situation.
- At the J-POWER Group, we have the highest respect for international human rights standards. We respect the following rights and dignities.

1. Ban human trafficking, forced labor, and child labor
2. Respect for the freedom of association and collective bargaining
3. Administer appropriate working hours, eliminate excessive working hours
4. Guarantee minimum wage and consider the living wage
5. Ensure a healthy and safe working environment
6. Protect personal information and privacy
7. Prohibit all kinds of discrimination, \* harassment, bullying, and unfair treatment

\* By discrimination we mean discrimination based on race, skin color, gender, language, religion, nationality, age, sexual orientation, gender identity, gender expression, disability, political or other opinions, national or social origins, assets, social standing of family, or any other status or similar grounds.

- The series of initiatives based on the Basic Policy rely on the expertise of independent outsiders. We also consult in good faith with people who have been impacted by our business.
- We will periodically disclose information on the status of initiatives informed by the Basic Policy.
- We carry out appropriate training and education to ensure that the Basic Policy is integrated with our business activities and implemented effectively across the whole Group.

Established June 28, 2022

A handwritten signature in black ink, appearing to read 'T. Watanabe', with a stylized, cursive script.

Toshifumi  
Watanabe  
Representative  
Director  
President and Chief Executive Officer