

31 May 2025

## JLRA MODERN SLAVERY STATEMENT 2025

### **Reporting entity:**

The reporting entity is Jaguar Land Rover Australia Pty Ltd ("JLRA").

### **JLRA's corporate structure, operations and supply chains**

Jaguar Land Rover Limited ("JLR Ltd") is a subsidiary of Jaguar Land Rover Automotive plc ("JLRA plc UK") in the United Kingdom, which is itself a subsidiary of Tata Motors Limited. JLR Ltd and all of its affiliated companies around the world comprise a global entity whose business activities consist of development, manufacture, marketing and sale of luxury motor vehicles and automotive parts.

JLRA is a wholly-owned subsidiary of JLR Ltd and is the Australian importer and distributor of "Jaguar" and "Land Rover" luxury vehicles. As the Australian reporting entity (for *Modern Slavery Act 2018* compliance purposes) within the above corporate structure and authorised licensee of all "Jaguar"; "Range Rover"; "Discovery" and "Defender" brands in this jurisdiction, JLRA is responsible for coordinating the local operations of Jaguar Land Rover business in Australia, on behalf of JLRA plc UK and JLR Ltd.

While certain local operations are managed and governed by JLRA, JLRA sources all parts and vehicles through global relationships controlled and managed by JLR Ltd on behalf of JLRA plc UK, where JLRA plc UK is the appropriate reporting entity for the purposes of the United Kingdom *Modern Slavery Act 2015 (UK)*. JLRA plc UK compiled and submitted the "Slavery and Human Trafficking Statement for Jaguar Land Rover Automotive plc and its subsidiaries (JLR) for the Fiscal Year ended 31 March 2025" which is available on our website [here](#) and attached to this submission as Schedule 1 ("2025 Global Statement").

The 2025 Global Statement details the nature of the operations and supply chains of the related bodies corporate and affiliates of JLRA plc UK, which includes JLRA. As such the 2025 Global Statement applies to JLRA's operations and supply chains and is to be read as part of this Statement.

### **Risks of modern slavery practices in JLRA operations and supply chains and the actions taken to assess and address these risks**

The 2025 Global Statement discusses the global risks of modern slavery in the global supply chain which (ultimately) services JLRA's operations and the process undertaken globally to assess the risks pertaining to JLRA's supply chain regarding incidences of modern slavery.

Further, all suppliers to JLRA (i.e. JLRA specifically) on substantial local services engagements are Australian entities – Australia has a firm rule of law and contractual enforcement rights are strong as a result. Like all affiliates of JLRA plc UK, JLRA manages its Australian suppliers via standard supplier contracts containing detailed provisions setting minimum standards for supplier personnel working conditions and employment status, along with audit and certification obligations to satisfy JLRA of the relevant supplier's commitment to these issues.

As a default JLRA also requires all suppliers to comply with the global JLRA plc UK Code of Conduct (see <https://www.jaguarlandrover.com/code-conduct>), including the CP2-005 Human Rights policy which contains detailed provisions pertaining to the protection of human rights, working conditions, and imposing rigorous obligations with respect to anti-slavery. Suppliers must also comply with the

JLR Ltd Global Sustainability Web Guide – Supplier Environmental & Social Requirements, including a Code of Basic Working Conditions.

As outlined in the 2025 Global Statement, to date JLRA has received no reports of concerns regarding slavery or human trafficking in its operations, however this is an ongoing priority area for JLRA. In the event that such issues were reported, JLRA would undertake an urgent thorough investigation into the concerns raised under the supervision of members of senior JLRA management and JLRA's Board of Directors. If the investigation confirmed the concerns, JLRA would put in place robust action plans to address the issue and protect the victims.

### ***How we measure the effectiveness of our modern slavery undertakings***

JLRA remains committed in an ongoing fashion to eradicating the scourge of modern slavery worldwide, and in conjunction with its global affiliates will do everything in its power to support that goal. Where JLRA can properly deploy leverage or influence change for this purpose it does and will continue to do so. All JLR Ltd affiliates, including JLRA, assess the effectiveness of our commitments by conducting routine internal business reviews and routine supplier relationship reviews, along with ongoing staff and personnel engagement reviews where the critical messages contained in this Statement and the 2025 Global Statement are raised, and performance assessed. We commit to constant improvement in this endeavour and will require the same of our suppliers through the implementation of appropriate performance metrics.

Moving forward JLRA shall continue to conduct training and to ensure that all relevant stakeholders intrinsically understand the principles contained in this Statement, and the role and obligations of JLRA, its personnel and suppliers under this Statement.

**Approved by the Board of Directors of Jaguar Land Rover Australia Pty Limited.**

**Signed by Managing Director**



Penny Ferguson (Jul 21, 2025 13:35 GMT+10)

**Penny Ferguson**

**Managing Director - Australia**