

## Statement on Modern Slavery 2022

JERA Australia Pty Ltd (JERAAU) makes this statement on modern slavery for the financial year ended 31 December 2022 in accordance with the *Modern Slavery Act 2018* (Cth). The statement is made on behalf of JERAAU and its subsidiaries, as detailed below. This statement sets out the steps taken to minimise the risk of modern slavery and human trafficking taking place in JERAAU's business operations or supply chains. This statement has been approved by JERAAU's Board of Directors.

### 1. Introduction

JERAAU recognises that modern slavery is a crime. Furthermore, JERAAU acknowledges that modern slavery is morally reprehensible acts that deprive a person's liberty and dignity for another person's gain. JERAAU understands that it is a serious problem for millions of people around the world, including both in developed and undeveloped countries. JERAAU further understands that there are various forms of coercion, exploitation and deception and that all organisations face challenges in minimising the risks to their operations associated with suppliers not properly mitigating their modern slavery risks.

JERAAU is committed to taking steps to prevent slavery and human trafficking in its operations and supply chains, as outlined in this statement. This statement sets out the actions that JERAAU has taken to understand potential modern slavery risks related to its business, and to implement steps to prevent slavery and human trafficking during the financial year 2022.

### 2. The Reporting Entity - JERAAU

JERAAU is a company incorporated in Australia and is wholly owned by JERA Co., Inc. (JERA). JERA was established on 30 April 2015 by the consolidation of the fuel and thermal power departments of the Tokyo Electric Power Company (as it was then known) (TEPCO) and the Chubu Electric Power Company (Chubu). Its two shareholders are both listed on the first section of the Tokyo Stock Exchange. TEPCO has its headquarters in Tokyo, Japan. Chubu has its headquarters in Nagoya, Japan.

JERAAU has the following 100% owned subsidiary companies: JERA Darwin Investment Pty Ltd, JERA Darwin LNG Pty Ltd, JERA Gorgon Pty Ltd, JERA Barossa Pty Ltd, JERA Ichthys Pty Ltd, JERA Exploration Ichthys Pty Ltd and Chubu Electric Power Integra Pty Ltd. For the purpose of this statement these companies are collectively referred to as JERAAU Subsidiaries. JERAAU Subsidiaries have no staff. JERAAU's staff perform all functions on behalf of JERAAU Subsidiaries. JERAAU has its headquarters in Perth, Western Australia. JERAAU is the holding company for companies (as detailed in prior paragraph). As from Chubu Electric Power Integra, each subsidiary owns a minority participating interest share in an LNG project. The LNG from each project supplies LNG to Japan and contributing to energy stability in Japan. JERAAU participates in five LNG projects as a minor joint venture partner. These projects are Darwin LNG, Gorgon, Ichthys, Ichthys Exploration and Barossa (the Projects). JERAAU's focus is on technical and safety aspects and providing project information to JERA.

### 3. Structure, Operations and Supply Chains

JERAAU operates out of its head office in Perth, Western Australia. JERAAU staff are employed, contracted by or seconded to JERAAU. JERAAU provides services to each of its affiliate companies to manage its assets as well as being responsible for office support services such as office space, desks, telecommunications equipment, computing services as well as cleaning, IT support services and insurance.

JERAAU's day to day activities on the asset side are non-operational and are limited to participating in management meetings and monitoring production status. The operators of each of the Projects are responsible

for procurement activities and all operational matters. The operators have in place policies and procedures in relation to the mitigation of modern slavery risks.

As part of JERAAU's activities, JERAAU engages law firms, accounting firms, tax advisors and other professionals located in various locations. Given the limited nature and narrow focus of its commercial activities, JERAAU considers the risks of modern slavery in its supply chains to be low.

#### **4. Modern Slavery Risks in its Supply Chains**

JERAAU has considered the risks that it may cause, contribute or be directly linked to modern slavery practices. The key risk identified for JERAAU is that it engages a supplier that is involved in modern slavery. This is considered a very low risk due to the limited direct dealings with suppliers JERAAU has. Furthermore, its only engagements are generally with local law firms, accounting firms and tax advisors. JERAAU's procurement process includes some screening of suppliers for potential involvement in modern slavery practices.

There is also a risk of JERAAU being indirectly involved in modern slavery as a result of a joint venture operator engaging a supplier who is involved in modern slavery practices. We have considered this risk and determined any risk to be low due to the terms (governed by contract) of the joint venture relationships. Further, JERAAU undertakes due diligence to ensure each operator has policies and practices in place to prevent involvement in modern slavery.

Another identified risk for JERAAU is entering into a joint venture or a business relationship with an entity that is directly or indirectly involved in modern slavery practices. This is also considered a low risk due to the small number of joint ventures JERAAU is a party to and the due diligence undertaken by JERAAU prior to entering into a new relationship, including external legal review.

#### **5. 2022 Actions Taken to Address Risks**

JERAAU actively seeks to minimise the risks set out above and promote ethical business practices that protect workers in the organisations and supply chains that it has contact with. In 2022, JERAAU had in place the following measures to minimise the likelihood that it could cause, contribute to or be directly linked to modern slavery practices:

- Policies and a code of conduct that set out the standards of behaviour JERAAU employees, contractors and secondees must comply with, which includes obeying all relevant laws and complying with business ethics.
- All JERAAU employees, contractors and secondees are required to undertake annual legal compliance training, which includes awareness of relevant laws and international standards, and must familiarise themselves with all JERAAU's policies and procedures. Each year JERAAU also reviews Transparency International's Corruption Index to maintain staff awareness of modern slavery issues and the main sources of modern slavery.
- An annual compliance program which is aimed at ensuring employees, contractors and secondees comply with JERAAU's policies, procedures and code of conduct. The program includes compliance reviews and audits.
- A cross functional modern slavery working group which meets quarterly to embed practices to identify and avoid potential modern slavery violations in its operations and supply chains. The working group's purpose is to assess modern slavery risks for JERAAU, identify any mitigation actions required and to educate all staff on the risks of modern slavery and what action is required to address the risks. The working group also assesses the effectiveness of those actions.

- The working group also provided training for all employees, contractors and secondees, which included presenting a “Lunch and Learn” on the definition of modern slavery, the requirements of Australia’s *Modern Slavery Act 2018*, the key risk areas, mitigations taken and case studies to increase awareness.
- Whistle-blower policy which sets out the process and options for reporting any conduct, or suspected conduct, which is in breach of business ethics or legal obligations. There are several options at least one of which is operated by outside agencies. Any complaints or issues will be brought to the attention of senior management.
- Frequent reviews of the conduct of the operators of its Projects, especially in relation to managing any impacts of COVID-19 in the operations offshore, to ensure awareness of the modern slavery requirements.

JERA also has a Group Human Rights Policy which was established in accordance with the international norms and social codes regarding human rights, including the Universal Declaration of Human Rights. This policy provides that the JERA Group, which includes JERAAU, will have absolutely no involvement in any kind of inhumane labour, including child labour, forced labour, overwork and non-compliance with the legal minimum wage. The policy is available here - [Human Rights Policy | Compliance | JERA](#)

#### **6. Reviewing and Assessing Effectiveness**

The modern slavery working group assesses the effectiveness of the modern slavery actions implemented and reports any gaps or opportunities for improvement to management. A summary of the actions taken, the effectiveness of these actions and the proposed actions for the 2023 financial year will be reported to the Board of Directors in 2023.

#### **7. Consultation Process with Subsidiaries**

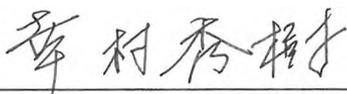
All staff undertaking functions on behalf of JERAAU’s Subsidiaries are JERAAU staff and have received compliance training and attended the modern slavery awareness sessions, and been part of the risk identification and review process via the modern slavery working group.

#### **8. Approval**

The Board of Directors of JERA Australia Pty Ltd has approved this modern slavery statement for the financial year ended 31 December 2022.

Date: 19 JUNE 2023

**Signed for and on behalf of JERA Australia Pty Ltd**



Hideki Yukimura  
Managing Director  
JERA Australia Pty Ltd