



STATEMENT AGAINST HUMAN TRAFFICKING AND SLAVERY

Jacobs is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. To support this commitment, we have our **Supplier Code of Conduct** to which we hold ourselves and our supply chain accountable. The Jacobs Supplier Code of Conduct prohibits the use of any form of child or forced labour, slavery, or trafficking of persons.

We hold our suppliers, business partners and other stakeholders to the same standards that we hold ourselves. Running a good business means running a safe and ethical business, and that extends well beyond Jacobs itself.

Every year, globally, we work on projects representing billions of our clients' dollars, and to do this we must have their trust. We always hold ourselves – and our suppliers and subcontractors – to the highest ethical standards. Our contracts and our Supplier Code of Conduct clarifies our expectations of those we partner with to meet the needs of our clients, including our suppliers, vendors and subcontractors. The document is an overview of the guiding principles and values which govern how we make ethical decisions in conducting our business.

Jacobs is taking and will continue a variety of actions to verify the absence of forced labour, slavery, and human trafficking in our supply chain, including the following:

Contracts

Our contracts shall include a provision for the supplier to warrant that it has not and will not engage in any activity, practice or conduct which would constitute an offence under the Modern Slavery Act 2015.

Certification

Jacobs is requiring that each and every supplier reads and certifies compliance with our Supplier Code of Conduct.

Verification and Risk Assessment

Jacobs now requires a due diligence process of supply chain risk based on international indices, supplier performance (e.g., audit and spot check results), and other indicators of supplier-specific risks.

Audits

Verification of Code conformance and assurance through our own supplier audit process including demonstration from our supply chain that they have flowed down Jacobs' requirements to their own suppliers and contractors and have a supporting audit process.

Training

Jacobs shall provide training for all supply chain management professionals within its Organisation on the Supplier Code of Conduct. This includes our employees at all levels and shall be conducted regularly through a variety of training approaches, from in-person workshops to online modules. Human trafficking prevention is consistently emphasised as part of the training provided.

Jacobs Integrity Hotline

In order to support our work vigilance in this area, Jacobs also provides an ethics hotline; anyone may call anonymously through the Jacobs Integrity Hotline: +1(877) JACOBS2.

Compliance

Jacobs' Global Supply Chain Management organization has responsibility for implementing and monitoring compliance to all of the supply chain activities described above.