

**NON-DISCRIMINATION, EQUAL OPPORTUNITY & FORCED LABOUR POLICY
(JAL/QMS/NDEOP/POLICY)**

Updated: June 2021

This policy covers Jebel Aviation Logistics Limited.

CD Signature:

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NON-DISCRIMINATION AND EQUAL OPPORTUNITY POLICY

JAL is an equal opportunity employer and does not discriminate on the basis of gender, race, ethnicity, disability, or religion in selecting candidates for employment.

JAL recruits on the basis of ability demonstrated by recognised qualifications, training, and experience. Successful candidates must meet the skills requirements for the position and must show a positive attitude, ethical character, and ability to work independently, as well as in teams. Where appropriate, skills tests will be administered to ensure people with the right skills are identified and hired.

The objective of JAL is to recruit and retain motivated high performers. For any employment opportunity, a job specification form must be filled out to guide on the recruitment and selection of the incoming incumbent.

JAL, however, applies affirmative action to ensure that expatriates do not compete unfairly with the local applicants. Where a vacancy can be filled by a local applicant, priority is given to locals as opposed to expatriates.

CHILD LABOUR POLICY

This policy applies to our entire organisation and those we do business or partner with including suppliers, vendors, and contractors. JAL is committed to adhere to the guidelines set out by the International Labour Organisation (ILO) and the United Nations Convention on the Rights of the Child. The law under the South Sudan Child Act, 2008 defines a child in South Sudan as a person below the age of 18 years. The Child Act, Clause 25 provides for protection of children including protection from the worst forms of child labour. JAL has clearly stated and abides by the fact that no person under the age of eighteen (18) years shall be employed. JAL expects all suppliers, contractors, partners, and vendors to abide strictly by this policy in accordance with national and international laws.

FORCED LABOUR POLICY

JAL is committed to its stance on the prevention of Forced Labour, in accordance with the applicable national and international laws. JAL prohibits the use of forced labour within the company and expects those that supply to or sub-contract to abide by the same. JAL ensures that all employees work voluntarily and are not intimidated or threatened to enforce employment. JAL also ensures that the employees know and retain their rights and privileges.