

JOTA

RESPONSIBLE PROCUREMENT POLICY

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Section 1: Scope

As part of the Jota Group's move towards a more responsible and sustainable future, our Responsible Procurement Policy articulates our deep-rooted integration of social, environmental and ethical principles into our supply chain. The standards that we set for ourselves, our staff, suppliers and associates are upheld through procurement/purchasing policies and strict conditions of supply. As a company and racing team committed to ethical and responsible operations, we strive to go beyond just adhering to governing legislation. We aim to champion responsible business operations and practices that support the principles outlined in this policy.

Jota expects all the principles set out in this policy to be actively followed and promoted across all our current and potential future suppliers. Non-compliances are initially expected without our supply chain however these will be identified and addressed by every party involved. We as a company encourage any breach of practice to be raised immediately so that it can be addressed. We are taking firm strides towards a more sustainable and responsible future. This policy outlines our expectations towards all our suppliers.

Section 2: Social Responsibility

Being socially responsible is a key part of our commitment moving forward. Every stakeholder involved in and around our supply chain must not only be looked after but must also be acting responsibly. As part of this social responsibility commitment, this section outlines the requirements that every aspect of our supply chain must adhere to.

2.1 Slavery, Human Trafficking and Child Labour

Within both our operations and our supply chain we enforce a zero-tolerance policy towards any form of slavery, human trafficking and child labour. We adhere to strict standards and comply with the Modern Slavery Act 2015. On top of this, Jota recognises any practice that goes against this act as a severe violation of people's human rights. We ensure that our practices do not contribute to such injustices in any way.

To make sure we stick to our commitment our suppliers must adhere to stringent labour standards that forbid any act of slavery, human trafficking and child labour. As our supply chain is ever-changing and expanding, we regularly monitor our suppliers to identify and rectify risks and violations. We also encourage any members of our team or stakeholders in our supply chain to report any signs of unethical practices.

2.2 Human Rights

All of our suppliers must comply with all internationally recognised human rights. We believe that everyone is entitled to these rights no matter where they are or who they are. Our suppliers must respect these rights at all times without exception. We base this requirement on the UN's Universal Declaration of Human Rights and the same should be done by our current and future suppliers.

2.3 Harassment, Bullying, Discrimination & Equal Opportunity

Jota has a zero-tolerance policy towards harassment, bullying and discrimination within our team and across our supply chain. We firmly believe that everyone should be given equal opportunities and not face unfair treatment. Discrimination in any form, whether that be race, religion, disability, sex or age should be highlighted immediately so the issue can be addressed. We expect our suppliers to also uphold the same standards and to encourage people to report acts of harassment, bullying and discrimination.

We pride ourselves on having a strong and unified team where any form of harassment, bullying or discrimination has no place.

2.4 Child Labour

Jota stands strongly against any form of child labour. We operate in accordance with child employment laws and insist that all our suppliers operate in the same way. Any individual 15 years or younger (depending on employment laws of the given region) must not be employed. This ethos is to ensure that we eradicate the exploitation of children throughout our supply chain currently and into the future. We keep up to date with child employment laws and make sure that our suppliers do so too.

Section 3: Environmental Responsibility

As our racing team has shown both on and off the track, we are heavily committed to making our practices and supply chain environmentally sustainable and responsible. This not only requires change from us as a company but we also require our suppliers to follow suit too. This section outlines our expectations so that our environment is looked after for future generations.

3.1 Environmental Management

In our ongoing commitment to environmental sustainability for 2024, Jota is working towards securing ISO 14001 certification and a two-star environmental accreditation from the FIA. To reach these ambitious goals, we conduct regular, thorough audits to ensure our operations consistently align with the highest standards of environmental care and reduction of our ecological footprint.

Recognising that some of our current suppliers may not yet have ISO 14001 certification, we actively encourage and support them in their journey towards achieving this important environmental benchmark. Looking forward, our procurement strategy will increasingly prioritise and favour suppliers who can demonstrate a robust commitment to environmental responsibility. This approach not only reinforces our dedication to sustainable practices but also inspires a broader adoption of eco-friendly standards across our supply chain.

3.2 Waste Disposal

Jota places a high emphasis on responsible waste disposal, adhering strictly to UK waste disposal laws. Our approach to waste management is meticulous, ensuring that all waste generated from our operations is handled and disposed of in a manner that minimises environmental impact. These standards are held across all parts of the company.

We extend this commitment to our supply chain, expecting and ensuring that our suppliers also adhere to the same stringent waste disposal standards. Compliance with UK regulations is not just a legal obligation for us; it is a crucial aspect of our environmental ethics. We encourage anyone within our supply chain to highlight any stakeholders who are not following both the law and our expectations.

3.3 Material Sourcing

We are dedicated to sourcing materials in a manner that upholds our commitment to environmental responsibility and ethical integrity. Our focus is on procuring materials from suppliers who demonstrate a strong commitment to sustainability, ensuring that the environmental impact of our operations is minimised.

We require suppliers to be transparent about the origins and environmental impact of their materials. Only suppliers who align with our commitment to sustainability, focusing on recyclable and sustainably produced materials are used as part of Jota's move towards sustainability.

Section 4: Ethical Responsibility

We are proud of the steps we have taken as a team to promote ethical business practices throughout our extended supply chain. Ethical responsibility is something that we expect to see from all our suppliers. Following both legal requirements and promoting ethical business practices is integral to creating a healthy work environment. Below are the ethical responsibilities that must be met across our supply chain.

4.1 Ethical Sourcing

As mentioned before our procurement policies are strict and clear. Not only do we pick environmentally friendly suppliers we also categorically refuse to source any materials that are associated with conflict zones or activities that fuel war and unrest. Our commitment to this policy is absolute.

We demand full transparency and traceability from our suppliers regarding the origins of their materials. Only those who can unequivocally prove that their resources are conflict-free are considered for partnership. This rigorous approach ensures that our operations do not inadvertently support or perpetuate global conflicts. Our strong position on avoiding conflict materials is a critical part of our ethical framework.

4.2 Anti-Corruption and Bribery

At Jota, we strictly enforce a zero-tolerance policy against corruption and bribery, applying this rigorous standard across our entire supply chain. We are committed to conducting all our business dealings with the highest level of integrity and expect the same from our suppliers.

We actively encourage and support anyone within Jota or wider network to report any instances or suspicions of corrupt practices. We have established clear, confidential channels for reporting, ensuring a safe environment for whistleblowers.

4.3 Unfair Business Practices

Jota firmly stands against all forms of unfair business practices. We expect our suppliers to strictly adhere to all relevant laws and regulations in this regard. Upholding fair business standards is crucial to our operations, and we diligently ensure our partners share this commitment. Compliance with legal requirements in business conduct is a fundamental expectation in our supply chain relationships.