

Non-Compliance Disclosure



JD Social Responsibility Team

1st January 2024 – 31st December 2024

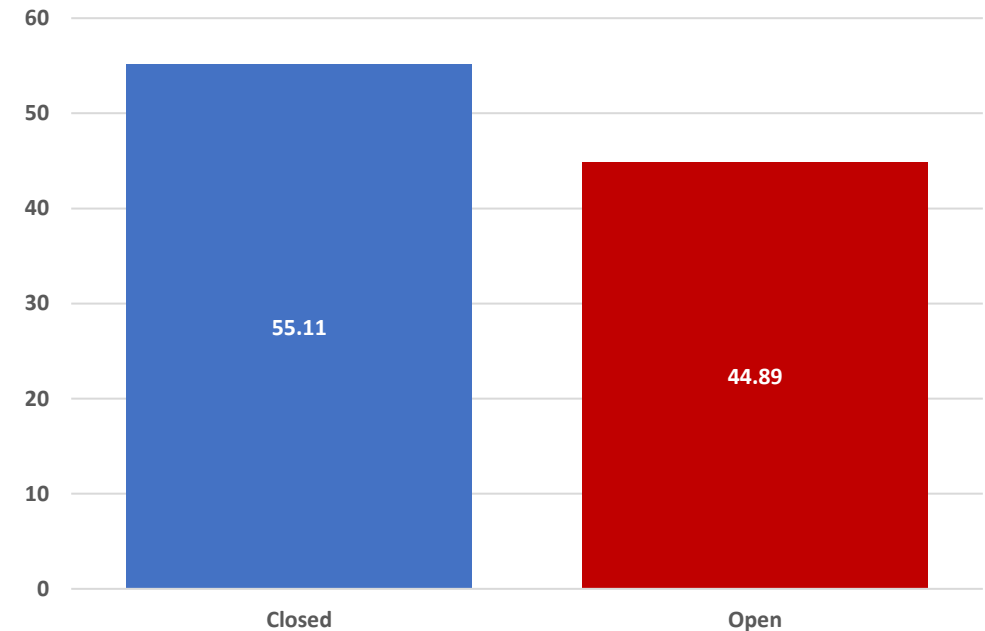
The compliance teamwork within an internal audit scope defined by the International labour Organisation standards, which classifies all non-compliances and from this, action plans are formulated.

Through this scope we review and verify closures of all non-compliances highlighted in the original audit.

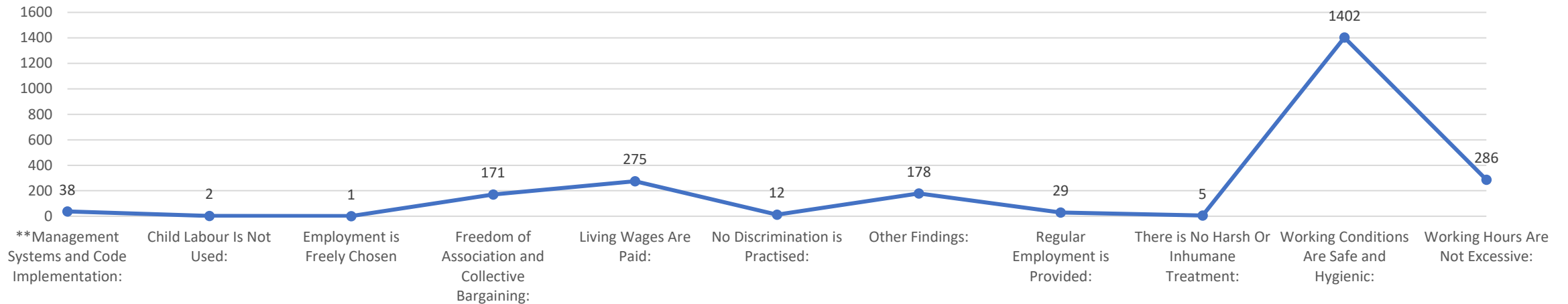
The compliance team have received **305** 3rd party audits for the Group, between January 1st 2024 and December 31st 2024. From the information in the audits, non-compliances are categorised according to issue type, root cause and severity level and this is used to create the action plan proposed to the factory to work to resolve and close the issues highlighted in the reports/visit.

For the period January 1st 2024 to December 31st 2024 the non-compliances disclosed in the audit reports are detailed within this document.

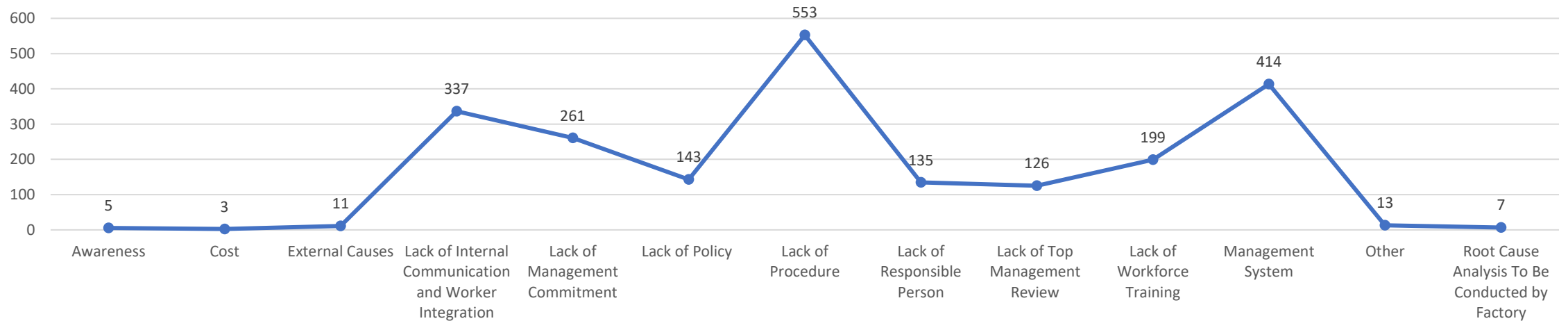
Yearly Average Closure Rate %



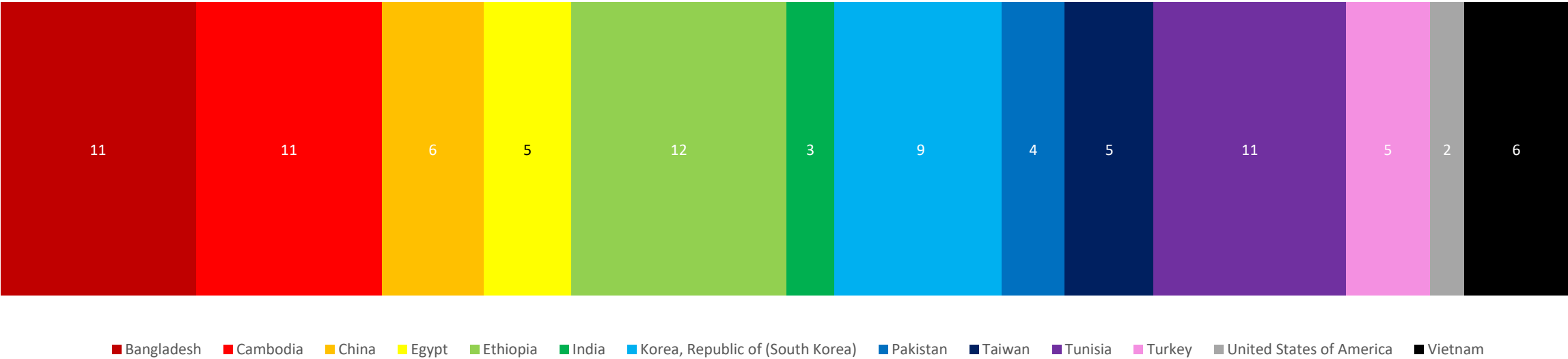
Yearly Average Non-Compliances Split into Issue Type

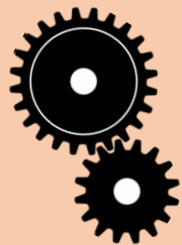


Yearly Average Non-Compliances Split into Root Causes



Yearly Average Non-Compliance Per Factory Split into Country





Management Systems & Code Implementation

Open – 13
Closed - 28

0 Critical
29 Major
12 Minor



Employment Is Freely Chosen

Open – 0
Closed - 1

1 Critical
0 Major
0 Minor



Freedom Of Association

Open – 72
Closed - 111

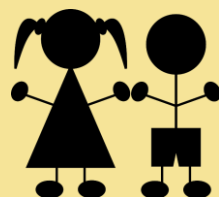
0 Critical
53 Major
130 Minor



Working Conditions Are Safe & Hygienic

Open – 467
Closed - 878

3 Critical
785 Major
557 Minor



Child Labour Is Not Used

Open – 0
Closed - 0

0 Critical
0 Major
0 Minor



Living Wages Are Paid

Open – 234
Closed - 76

1 Critical
236 Major
73 Minor



Working Hours Are Not Excessive

Open – 94
Closed - 194

20 Critical
265 Major
3 Minor



No Discrimination Is Practiced

Open – 7
Closed - 5

0 Critical
3 Major
9 Minor



Regular Employment Is Provided

Open – 10
Closed - 25

0 Critical
20 Major
15 Minor



No Harsh Or Inhumane Treatment Is Allowed

Open – 1
Closed - 5

0 Critical
1 Major
5 Minor



Other Findings

Open – 95
Closed - 102

0 Critical
91 Major
106 Minor



Additional Notes

- Wages– Open are mostly social insurance (China) which do not get closed as it is not enforced by Chinese governments.
- Discrimination – Open for not employing disabled worker (Turkey) which again not enforced by government. No discrimination in any facility.
- Management Systems - All double books in Turkey – Won't be closed as common practice not enforce by government.