

# Equality & Diversity Policy

JD Group is dedicated to encouraging a supportive and inclusive culture within the supply chain. We strive to promote and encourage diversity and eliminate discrimination. All workers should be respected, valued and treated equally. This policy reinforces our commitment to providing equality and fairness to all workers involved in the manufacture of our products

Suppliers should not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Suppliers should work to:

- Create an environment in which individual differences and the contributions of all workers are recognised and valued.
- Create a working environment that promotes dignity and respect for all workers.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- Make training, development, and progression opportunities available to all workers.
- Promote equality in the workplace, which JD Group believes is good management practice.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns in a safe environment and corrective measures to be implemented.
- Encourage their employees to treat everyone with dignity and respect.
- Regularly review all their employment practices and procedures so that fairness is always maintained.

# Gender Based Violence & Harassment

Gender based violence and harassment (GBVH), is a function of gender inequality.

It takes the form of actions that result in physical, sexual and psychological harm or suffering to women and children, or an affront to their human dignity, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

Though gender-based violence and harassment can affect both men and women it is most often perpetrated by men against women and girls. This bias towards 'gender based' violence is widespread and is rooted in gender equality and unequal power relations, thus making women and girls especially vulnerable to violence and harassment. These unequal power relations within certain cultures and societies can often prevent women from reporting cases.

Gendered aspects of violence including:

1. Violence against a woman because she is a woman
2. Violence directed against a woman that affects women disproportionately due to (a) High concentration of women workers in risky production departments and (b) Gendered barriers to seeking relief.

What are the five main types of gender-based violence?

- Physical violence
- Verbal violence (including hate speech)
- Psychological violence.
- Sexual violence.
- Socio-economic violence.

## Forms of violence;

<p><b>Physical and Sexual Violence/Discrimination</b></p> <p>Use of physical authority, physical violence, sexual abuse, assault etc.</p>	<ul style="list-style-type: none"> <li>• Assault, including pushing to the floor, beating and kicking, gendered aspects (1) and 2(b)</li> <li>• Slapping, gendered aspect 2(a) and (b)</li> <li>• Throwing heavy bundles of paper and clothes, gendered aspects 2(a) and (b)</li> <li>• Sexual Harassment, gendered aspect (1)</li> <li>• Sexual Advances, Gendered aspect (1)</li> <li>• Unwanted physical touch, including touching, pulling hair and bodily contact, gendered aspect (1)</li> <li>• Rape outside the factory at accommodation, gendered aspect 2(a)</li> <li>• Overwork with low wages, resulting in fainting due to calorie deficit, high heat and poor circulation, gendered aspect 2(a)</li> <li>• Long hours performing repetitive operator tasks, leading to chronic leg pain ulcers and other adverse health consequences, gendered aspect 2(a)</li> <li>• Serious injury due to traffic accidents during commutes in large trucks without seatbelts and other safety systems, gendered aspects 2 (a) without seatbelts and other safety systems, gendered aspects 2 (A)</li> </ul>
<p><b>Verbal and Mental Violence</b></p> <p>General verbal abuse including bullying, public humiliation, discriminatory language</p>	<ul style="list-style-type: none"> <li>• General verbal abuse, including bullying and verbal public humiliation gendered aspect 2(a)</li> <li>• Verbal abuse linked to gender and sexuality gendered aspects (1)</li> <li>• Verbal abuse linked to caste or social group, gendered aspect 2(a) and (b)</li> <li>• Verbal abuse targeting senior women workers so that they voluntarily resign prior to receiving benefits associated with seniority, gendered aspect 2(a)</li> </ul>
<p><b>Coercion Threats and Retaliation</b></p> <p>Coercion/ threats/ retaliation for complaining, refusing sexual advances, refusing unfair labour practices</p>	<ul style="list-style-type: none"> <li>• Threats of retaliation for refusing sexual advances, gendered aspect 1,2(a) and (b)</li> <li>• Retaliation for the reporting gender violence and harassment, gendered aspect 1,2 (a) and (b)</li> <li>• Blacklisting workers who report workplace violence harassment and other right violations, gendered aspect 2(a)</li> </ul>
<p><b>Deprivation of Liberty</b></p> <p>Forced/deprivation of leave/ breaks, deprivation of personal liberty to freely choose when to continue or leave employment and continuous abuse or torture</p>	<ul style="list-style-type: none"> <li>• Forced to work during legally mandated lunch hours, gendered aspect 2(a)</li> <li>• Prevented for taking toilet breaks, gendered aspect 2(a)</li> <li>• Forced overtime, gendered aspect 2(a)</li> <li>• Prevented from using legally mandated leave entitlements, gendered aspect 2(a)</li> </ul>

JD Group is committed to a working environment that is gender equal, inclusive, respectful and free from GBVH and is dedicated to contributing to a systemic and positive change in the industry, ensuring that victims have the support they need at work to address the violence in their lives promoting the health and safety of all employees

### **All workers in the supply chain**

Suppliers will make every reasonable effort to collaborate with a Victim to develop a Safety Plan. The Safety Plan should recognize and encourage workplace modifications designed to reduce the risk of harm

shall not retaliate or take punitive employment actions against any Employee for submitting a complaint pursuant to this Policy, for disclosing his or her status as a Victim

recognizes that Employees may need time off to secure medical assistance, legal assistance, counselling or to attend to other matters related to the Gender-based Violence for themselves or for a Family Member, such as court proceedings, relocation or Safety Planning

The Organization will, to the best of its ability, make available a list of community based resources for Victims, and will make every reasonable effort to refer Victims to appropriate specialists who can offer assistance with respect to Safety Planning, counselling, and advice in identifying legal and other options.

The needs and wishes of the victim/survivor are centred in all decisions and processes regarding complaints and their resolution

