



Human Rights Policy

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1 Document Information

1.1 Revision History


Table 1-1 – Revision History

Rev	Revision	Owner	Checker	Issuing Authority
0.1	Issued for review	AR	BH	NO
1.0	Issued for use	AR	BH	NO

1.2 Reviewers

Table 1-2 – Reviewers

Name	Role	Type of Review	Date Reviewed
S. Jurkowsky	Head of Communications	Content	29.01.2026
M. Voss	SVP General Counsel	Legal	29.01.2026
C. Fowkes	Head of Compliance	Compliance	29.01.2026
M. Cobb	Sustainability advisor	Sustainability	29.01.2026

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1.3 Informative references/related documents

Unless stated otherwise in the content of this document, reference to the documents below is for information. Specific sections of the referenced documents are given in the content of this document if conformance is required.

Table 1-3 – References

Document Number	Document Title
JNBP-HRM-POL-0001	Code of Conduct

2 Scope and exclusions

2.1 Scope

This policy applies to all employees, officers and contracted staff of JERA Nex bp and its wholly owned subsidiaries across all business activities, operations and geographies. In respect of joint ventures:


- JERA Nex bp shall use its influence and voting powers in the joint venture in good faith to cause the joint venture to adopt this or a similar policy
- where JERA Nex bp performs operational services for a joint venture, this policy applies to JERA Nex bp employees, officers and contracted staff performing such services (unless there is an agreement for the joint venture’s policies to apply).

2.2 Purpose

JERA Nex bp is an international developer, owner and operator of offshore wind farms with the ambition to safely deliver the abundant, clean, secure and affordable energy the world needs. We are driven by a long-term commitment to integrate innovative and sustainable solutions across our value chain, which will help us build collaborative and trusting relationships with our stakeholders.

Through our aspiration to uphold the highest standards of integrity, we acknowledge our responsibility to respect and embed environmental, societal and governance considerations into the way we operate.

This Policy defines JERA Nex bp’s commitment to respect Human Rights in line with the United Nations Guiding Principles on Business (UNGP). We base our human rights policy commitment on the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work and we implement these in line with OECD Guidelines for Multinational Enterprises.

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We commit to comply with local laws in every country we operate in. Consistent with the UNGP, if there is a conflict between international standards and local laws, JERA Nex bp will comply with the highest standard.


2.3 Our Commitment

- We support the effective abolition of all forms of forced or compulsory labour, including modern slavery, and strictly prohibit child labour.
- We respect the right to a safe, secure, and healthy working environment for all employees and contractors, recognizing that safety is a core value of our industry.
- We respect the right to freedom of association, collective bargaining, and fair wages that enable decent living standards.
- We treat everyone who works for JERA Nex bp fairly and without discrimination on any grounds. Our employees, agency staff and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We respect the rights of people in communities affected by our operations, including indigenous peoples, minorities, and vulnerable groups.
- We seek to set expectations and/or contractual requirements with our contractors and suppliers, requiring that they, their (sub)contractors and suppliers respect internationally recognized human rights in their work for JERA Nex bp.
- We promote inclusion and diversity in the workplace.

2.4 Implementation

JERA Nex bp recognizes it must identify and address any actual or potential adverse impacts directly linked to our own operations or indirectly via business relationships. JERA Nex bp aims to manage these risks by:

- Having processes and mechanisms in place to identify, assess, and manage human rights risks in our business activities, focusing on areas of greatest impact in alignment with UNGP and OECD guidelines.
- Integrating human rights requirements into our procurement process and contracts and working with suppliers and contractors to develop and complete corrective actions where risks are identified.
- Providing human rights related training for employees and promoting respect for human rights with our contractors and key partners through stakeholder engagement, collaboration and participation in industry forums.

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- Working with all parties to seek access to remedy where a human rights violation is identified as a result of our activities.
- Promoting diversity and inclusion in our own organization and beyond.
- Encouraging our employees, suppliers and stakeholders to report any concerns, at their discretion in complete anonymity, via [Speak up Portal](#)¹. The [Speak up Policy](#) outlines our commitment to fostering a robust Speak Up culture within our organization and communities.

Our leadership team is accountable for ensuring implementation of this policy. We will review progress regularly and report transparently.

¹ www.jnbp.com/compliance