



MODERN SLAVERY STATEMENT

This Modern Slavery Statement applies to the Jubilee Metals Group plc ('Jubilee' or 'Company') and all its suppliers and associated businesses.

Jubilee is committed to conducting its business with integrity and in accordance with the highest ethical standards. The Company has a zero-tolerance approach to modern slavery and human trafficking and is committed to implementing effective systems and controls to ensure that such practices do not take place within its business or supply chains.

1. OUR BUSINESS AND OPERATIONS AND SUPPLY CHAINS

Jubilee Metals Group PLC is listed on the London Stock Exchange's AIM market and the AltX of the Johannesburg Stock Exchange. The Company is a metals processing and resource recovery business focused on the production of copper and other metals through the processing of both primary and secondary resources. Jubilee operates in Zambia and works with a range of contractors, suppliers and service providers supporting its mining, processing and engineering activities.

Jubilee's supply chain includes contractors, equipment suppliers, transport providers, engineering service companies, recruitment agencies and other service providers supporting the Company's operations.

The Company recognises that modern slavery risks can arise within complex supply chains, particularly where third-party contractors and labour providers are involved. Jubilee therefore seeks to ensure that its suppliers and business partners operate in accordance with applicable laws and internationally recognised labour standards.

2. POLICIES AND GOVERNANCE

Jubilee maintains a Slavery and Human Trafficking Policy which sets out the Company's commitment to preventing modern slavery in its operations and supply chains.

The policy establishes clear expectations for employees, suppliers and other third parties working with or on behalf of Jubilee. These principles include:

- workers must be employed voluntarily and must not be subject to forced, bonded or trafficked labour
- workers must be free to terminate employment subject to reasonable notice
- identity documents such as passports must not be confiscated or withheld
- recruitment fees must not be charged to workers
- workers must receive written employment terms that clearly outline wages, working hours and conditions
- wages must be paid regularly and lawfully
- child labour is strictly prohibited
- workers must be treated with dignity and must not be subjected to harassment, intimidation or inhumane treatment.

Jubilee requires its suppliers, contractors and business partners to adhere to these principles and to apply equivalent standards within their own supply chains.

3. due diligence procedures

Jubilee seeks to mitigate modern slavery risks through a range of governance and compliance measures. These include:

- requiring suppliers and contractors to comply with applicable labour laws and ethical standards
- incorporating expectations relating to ethical conduct within supplier relationships maintaining oversight of labour practices within its operations labour providers are used.

The Company continues to review its processes to ensure that risks relating to modern slavery are appropriately identified and managed.

Risk Assessment and Management

Training on Modern Slavery and Human Trafficking

Reporting Concerns

Jubilee encourages employees, contractors and third parties to report any concerns relating to unethical behaviour, including suspected modern slavery practices.

Concerns can be reported confidentially through the Company's whistleblowing service. Jubilee is committed to ensuring that individuals who raise concerns in good faith are protected from retaliation.

4. ONGOING COMMITMENT

Jubilee remains committed to maintaining high ethical standards across its operations and supply chains. The Company will continue to review and strengthen its policies and practices to ensure that modern slavery risks are effectively addressed.

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and relates to our actions and activities during the 2026 financial year up to 30 June 2026.

Dr Mathews Phosa, Chairman, Jubilee Metals Group plc

Approved by the Board of Directors on 30 June 2026