

# **FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT (THE “ACT”) REPORT FOR THE FISCAL YEAR ENDED MARCH 31, 2025**

## **INTRODUCTION**

This report has been prepared pursuant to the Act and is made jointly by Just Energy Group Inc. and the entities set out in Appendix A attached hereto (collectively, “Just Energy” or the “Company”) for the fiscal year ended March 31, 2025. When used in this report, the terms “forced labour” and “child labour” have the meanings ascribed to them by the Act.

### **Business and Structure**

Just Energy is a retail energy provider specializing in electricity and natural gas commodities and bringing energy efficient solutions and renewable energy options to customers. Just Energy services Canadian customers in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario and Quebec. Just Energy currently has approximately 370 employees in its Canadian operations.

### **Supply Chain**

Just Energy’s supply chain includes producers of electricity and natural gas, manufacturers of water filter components, as well as third party providers of corporate services including information technology, audit and tax services.

### **Policies and Due Diligence Processes to Prevent and Reduce the Risk of Forced Labour and Child Labour Supply Chains**

#### Code of Conduct

Just Energy’s code of conduct applies to all employees, officers and directors of the Company. The code of conduct has been implemented to ensure that the Company adheres to ethical standards and obeys all applicable laws. It describes expected behaviours and how they relate to the Company’s business principles and core values and reflects the Company’s commitment to operating in an ethical manner.

The code of conduct also outlines the process for employees to report potential violations of the code of conduct. This includes an external reporting system that allows for matters to be reported anonymously. The Company is committed to addressing all potential violations promptly and appropriately. All investigations are conducted in a consistent, comprehensive and confidential manner (to the extent possible) in compliance with applicable laws and appropriate corrective or disciplinary actions is taken when necessary.

### **Approach to Assessing and Managing Risk of Forced and Child Labour**

Just Energy has a thorough process for engaging new suppliers in its business. This includes screening all potential suppliers against the OFAC Sanctions List and the Consolidated Canadian Autonomous Sanctions List. With respect to suppliers who manufacture products for the Company, the Company has also engaged in site visits from time to time to. This thorough process allows the Company to reduce potential risks, including instances of forced labour or forced child labour. The Company will continue to ensure that it understands its suppliers, particularly in regions that are considered higher risk for forced labour and child labour.

## **Remediation and Corrective Measures**

Just Energy has not identified any specific instances of forced labour or child labour in its activities and supply chains within the fiscal year ended March 31, 2025, and, therefore, no remediation activities have been undertaken and Just Energy has not needed to take any measure to eliminate the use of forced labour or child labour.

## **Training for Employees**

Just Energy's employees are required to complete computer-based training on the code of conduct as well as other Company policies when joining the Company and on an annual basis thereafter. All Company policies are reviewed and updated where necessary on an annual basis to ensure that employee training remains up to date.

## **Assessing Effectiveness**

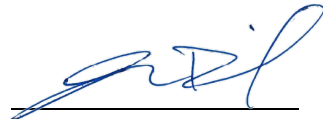
Based on the Company's review of its existing policies and practices in relation to human rights, including forced labour and forced child labour, Just Energy believes that the risk of forced and child labour in our operations is low. Going forward, the Company will continue to review its policies and processes and implement any additional changes necessary to continue to ensure that this risk remains low.

## **Attestation**

This Report has been approved by the Board of Directors.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable due diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind the Company.



Jonah Davids

EVP, General Counsel and Corporate Secretary

## **Appendix A**

Hudson Energy Canada Corp.

Just Energy Corp.

Just Energy Alberta L.P.

Just Energy Ontario L.P.

Just Energy Prairies L.P.

Just Energy Manitoba L.P.

Just Energy (B.C.) Limited Partnership

Just Energy Trading L.P.

Filter Group Inc.