

Jones Lang LaSalle Incorporated
Human Rights Policy



Purpose

Human Rights Commitment

Jones Lang LaSalle Incorporated (including its majority-owned subsidiaries “JLL”) is globally committed to maintaining the highest ethical standards and to engaging in practices that enhance the welfare, safety, and well-being of our employees, business partners, and wider communities. JLL respects and supports human rights principles as defined by the principles of the Universal Declaration of Human Rights (UDHR), the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work (“ILO Declaration”), the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

We will not tolerate human rights violations of any kind, and we are committed to implementing effective systems and controls to prevent violations from taking place anywhere in our business or supply chains.

Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners and suppliers.

Statement of Policy

As a good corporate citizen, JLL is committed to [Building a Better Tomorrow](#). We do that by engaging in sustainable practices, and by advancing the fundamental interests and rights of the individuals and communities we work with. Protecting human rights is fundamental to our ethics and values; we will strive to prevent the following types of behavior anywhere in our business:

Forced Labor and Child Labor

- A. Forced labor, whether in the form of indentured labor, bonded labor, or prison labor associated with travel, processing official documents and work visas in both home and host countries
- B. Confiscation, retention or withholding of worker identity documents or other valuable items, including work permits and travel documentation to bind workers to employment or restrict their freedom of movement
- C. The charging of workers fees for recruitment, including costs
- D. Compulsory lodgment of deposits, or security payments, by workers
- E. Failure to comply with minimum working age laws and requirements, and or the general use of child labor

Unacceptable Working Conditions and Safety Risk

- A. Paying workers below just and favorable wage rates and subjecting them to inhumane conditions
- B. Requiring workers to work more than the maximum hours of daily labor set by national or applicable local laws and forcing workers to work overtime for insufficient compensation
- C. Unreasonably exposing workers to threats to their health, safety and security.
- D. Engaging in physical discipline or abuse, intimidation, sexual, gender-based or other harassment, and verbal abuse

Discrimination and prejudice

- Discriminating against individuals or vulnerable segments of society, whether that discrimination is based on race, color, gender, sexual-orientation, religion, disability or otherwise

Freedom of Association

- Preventing workers from freely joining or participating in a workers’ association or union in accordance with national or local laws

For more information about how we are fighting Modern Slavery in our supply chain, please refer to our [Modern Slavery Statement](#).

JLL has due diligence processes focused on identifying ethical and human rights violations. In the event that we identify conduct that is contrary to our ethical and human rights commitment, we will work with all relevant stakeholders to immediately rectify the situation and take action aimed at preventing future violations.

Administration of Policy

This Policy shall be subject to periodic review and revision. Any review shall have appropriate regard to the interests of JLL’s stakeholders.