



Order on request for extension of time limit to respond

Khalilah Hackman (the "Appellant")

v.

**Secretary General of the International Seabed Authority
(the "Respondent")**

Case No. ISBA/JAB/APPEAL/HACKMAN/2025

Order No. 11 (2025)

1. On 5 March 2025, the Appellant submitted a Statement of Appeal before the Joint Appeals Board (JAB) Secretariat in accordance with the Staff Rules and the Rules of Procedure of the International Seabed Authority. The JAB Secretariat acknowledged receipt of the Appellant's submission on the same date.
2. On 7 March 2025, the JAB Secretariat informed the Appellant of the revised Rules of Procedure of the JAB, which came into effect on 4 March 2025. The Appellant was also advised that, should she wish to proceed under the revised Rules, the final deadline for resubmission of her appeal would be 7 April 2025. The Appellant, however, chose to retain her original submission dated 5 March 2025.
3. On 17 March 2025, the Chair of the JAB inquired whether both parties wished to enter into a conciliation process in accordance with the JAB Rules of Procedure. The Respondent declined the offer on 21 March 2025.
4. On 24 March 2025, the JAB Secretariat formally notified the Respondent of the appeal and invited the submission of a reply by 23 April 2025.
5. On 28 March 2025, both parties were informed that the appeal would be considered by the full Board.
6. On 23 April 2025, the Respondent submitted her reply to the JAB Secretariat. A Corrigendum to the reply was received the following day, on 24 April 2025.



7. On 24 April 2025, the JAB Secretariat transmitted the Respondent's reply as well as the corrigendum to the Appellant and informed that the Chair has invited her to submit comments within 20 working days, setting the deadline as 22 May 2025.
8. On 20 May 2025, the Appellant submitted a letter to the Chair of the JAB, indicating that the appropriate deadline for submitting her comments should be 24 May 2025, based on rule 17 (4) of the Rules of Procedure. She further noted that since 24 May 2025 falls on a Saturday, she would submit her comments on the next working day, Monday, 26 May 2025.
9. Rule 17(4) of the Rules of Procedure of the JAB provides that the Respondent's reply shall be transmitted to the Appellant and/or counsel, inviting written observations, if any, to be submitted within one month.
10. The Chair of the JAB has reviewed the Appellant's request and considers the requested extension until the next working day (Monday, 26 May 2025) to be acceptable.
11. The Chair of the JAB finds that the extension will not unduly prejudice the proceedings or the Respondent.

ORDER

12. For the aforementioned reasons, the Appellant's request for an extension of time is GRANTED.
13. The deadline for the Appellant's submission of comments on the Respondent's reply is hereby extended from **22 May 2025** to **26 May 2025**.

Dated 21 May 2025

Judge Martha Halfeld Furtado de Mendonça Schmidt

Chair of the Joint Appeals Board