

JLI Supplier Code of Conduct

EYE FOR QUALITY

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JLI Supplier Code of Conduct

The JLI Supplier Code of Conduct contains the expectations towards our suppliers in the areas of business ethics, health and safety, labor and human rights, and environment.

We believe in and make an effort to support responsible business and conducting business in adherence to the Ten Principles of the UN Global Compact. We ask the same of our suppliers. We assess our suppliers' compliance with these 10 principles by asking them to fill out a questionnaire regarding their conduct as a business, and by periodically conducting a review to assess if the actions of a supplier are in alignment with the answers given in the JLI Supplier questionnaire.

The underlying objective of this Code of Conduct and the assessment is to establish a basis for positive development of responsible procurement practices. If it is found that a supplier does not conduct business in compliance with the 10 principles as they are presented in this Code of Conduct, JLI will engage in dialogue about possible measures to correct this, but if measures are not taken, JLI will refrain from doing business with that supplier until they have addressed the identified issues.





1.1 Business ethics

We expect our suppliers to conduct their business by adopting the highest standards of ethical behavior. Suppliers should:

- **avoid participation in or knowingly benefit from, any kind of corruption, extortion or bribery;**
- **adhere to applicable anti-corruption and anti-bribery laws, directives and regulations that govern operations in the countries in which they operate;**
- **avoid facilitation payments and work towards eliminating it;**
- **adhere to anti-trust and other competition laws;**
- **adhere to national and international foreign trade control laws pertaining to business transactions with countries, companies and persons (sanctions), and the transfer of goods and services, software or technology between countries (export controls)**
- **adhere to data privacy laws and comply to contractual requirements on confidentiality and information security**

1.2 Health and safety

We expect our suppliers to provide a safe, secure and healthy working environment for all of their workforce. Suppliers should:

- ensure compliance with applicable laws, regulations and customer requirements;
- ensure protection of their workforce by providing basic personal protective equipment appropriate to the nature of work and relevant training on health and safety systems;
- empower workers to report unsafe practices without fear of reprisal;
- commit to proactively undertake safety initiatives to protect people and assets from harm and damage.

1.3 Labor and human rights

We are committed to creating and sustaining a working environment where workers are treated with dignity and respect. We require our suppliers to also adopt and enforce similar workplace practices. Where local laws dictate any additional requirements, those will be applicable along with the requirements mentioned below.

Suppliers should:

- respect and adhere to internationally recognized labor and human rights standards as defined in the principles of the United Nations Global Compact.

- respect all applicable laws, regulations and international standards related to labor practices and protection of human rights;
- ensure equal treatment and refrain from discrimination of any form, including on grounds that are prohibited in national laws and international standards;
- commit to a workplace free of harassment and abuse, and not use, or permit the use of, corporal punishment or other forms of mental or physical coercion, sexual harassment or abuse, nor execute threats of such treatment;
- establish fair disciplinary, grievance and termination procedures;
- not employ workers below the age of 15 years or below the age of 16 for work at sea or the locally applicable minimum legal age, whichever is more stringent;
- ensure that employees, including trainees, under the age of 18 do not undertake night-shift work or work overtime or carry out work that is hazardous or harmful to their physical or mental development;
- not use or benefit from any kind of forced or involuntary labor and prohibit the use of practices that may prevent employees from freely ending their employment;
- take extra precautions to respect the rights and wellbeing of migrant workers whose rights may be at risk or who may lack access to basic public services;
- respect the rights of their employees to associate freely, join or not

join trade unions and/or workers' councils, and engage in collective bargaining in accordance with national laws and international conventions;

- **ensure employment terms are clearly understood by workers and are explained verbally or provided in a written contract in a language they understand, as per local regulations and aligned to the provisions of this Code as a minimum;**
- **comply with appropriate working hour requirements including overtime, breaks, and rest periods – as established by national law, relevant collective agreements and international standards;**
- **adhere to relevant national laws, industry standards and international standards relating to minimum wages; overtime wages, and legally mandated benefits;**
- **adhere to relevant national laws, industry standards and international standards for paid sick leave, paid annual leave and paid parental leave;**
- **ensure that security guards operating at suppliers' premises act in accordance with universally recognized human rights standards including guidelines on the use of force;**
- **ensure collection and further processing of employees' personal data are done in compliance with the applicable data privacy legislation and best practices.**



1.4 Environment

We expect our suppliers to integrate environmental considerations in their operations and strive for continuous improvements to mitigate or minimize any adverse impacts on the environment.

Suppliers should:

- **comply with all relevant local and national environmental laws as well as international standards, obtain and maintain all the necessary environmental permits, approvals and registrations;**
- **take action to identify environmental risks within their operations, and further to either eliminate, mitigate or minimize these risks and their impact on the environment;**
- **develop a precautionary principal approach and promote environmentally friendly technologies and processes in their own operations and across the supply chain;**
- **commit to proactively undertake initiatives to protect the environment from harm and degradation in relation to their operations.**

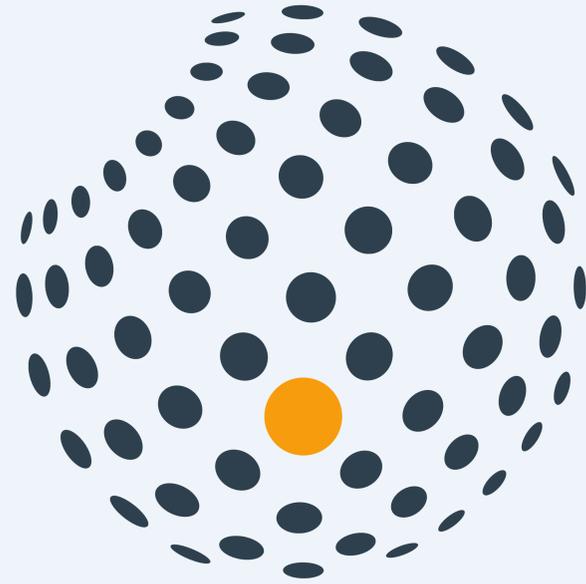
Questionnaire

Our company is committed to conducting and supporting responsible business. This includes conducting business in adherence to the Ten Principles of the UN Global Compact, within the areas health and safety, labor and human rights, environment, and business ethics. Our clients and society in general are increasingly demanding products sustainably produced, and we believe that by continuously improving the sustainability performance of these products all parties in our supply chain will benefit. Therefore, we seek to ensure that our own company and our supply chains operate in accordance with our requirements and expectations.

This supplier self-assessment questionnaire is designed to give us a better understanding of possible sustainability challenges related to our supply chains. It aims to identify existing and potential adverse sustainability issues/impacts and your company's current efforts to address these. In case significant adverse sustainability issues take place, we may want to discuss with you how these can be prevented or mitigated. Your answers will not be shared with any other 3rd parties. Please note that our requirements with regard to product quality are not addressed in this questionnaire.

If you have any questions regarding this questionnaire, including our objectives with it, please do not hesitate to contact us.

[Go to questionnaire](#)



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