

Employee Code of Conduct

At Jupiter Bach, we are devoted to wind. Furthermore, our industry has a fundamental role to play in the green transformation of our world. Within our global value chain, we pride ourselves for being an innovative, efficient and flexible supplier to our customers. We care deeply about people and the planet and are committed to sustainability.

This code of conduct is our personal and professional commitment and sets out the basic values of our company. These help us make the right decisions in our daily operations. The Code applies to all employees, directors and officers of Jupiter Bach, as well as to consultants, contractors, temporary employees and agents performing services for us or on our behalf.

We follow the laws and regulations wherever we operate. In some countries, local laws, regulations or industry codes may be more stringent than this code. In others, our code may be more stringent. We always follow the more stringent rules. We support and respect internationally recognized human rights and we expect our suppliers and business partners to do the same. We act with respect for the dignity of every individual and we wish to be considered a good neighbour in the communities in which we operate. We are committed to a high standard of integrity both internally and towards our business relationships.

Human rights and labour rights

We actively avoid causing or contributing to adverse human rights impacts throughout our activities and we address such impacts when they occur.

We seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services or by our business relationships.

We do not tolerate discrimination, harassment and retaliation. We believe diversity is a key asset and we are firmly committed to provide equal opportunities for all.

We support our employees in freely setting up or joining organisations of their own choice for the promotion and defence of their occupational interest, including choosing their own representatives to bargain collectively.

We do not benefit from or participate in the use of forced or compulsory labour or any other form of coercion in the employment. Fees and other costs associated with recruitment and employment shall be paid by us, and not the employee.

We do not use child labour in any of our operations and we adhere to minimum age provisions of national labour laws and regulations. Where national law is insufficient, we take account of international labour standards.

We provide fair remuneration and comply with all wage and benefit laws and regulations, including lawful collective agreements. We plan and structure our work so we are in compliance with applicable laws, industry standards and relevant collective agreements on working hours, breaks, public holidays, leave and compensation in case of overtime.

We provide all employees with a written employment contract outlining the conditions of employment in a language they understand.

Ethics

We believe in free and fair competition and do not participate in unlawful or unethical market conduct.

We avoid conflicts of interest and make sure that personal interests do not unduly influence our professional judgement.

We respect and protect the intellectual property and confidential information of our business partners and ensure that this information is only used as explicitly permitted.

We work against corruption in any form and do not engage directly or indirectly in any form of bribery including facilitation payments.

We do not receive or offer gifts, entertainment or anything other of value, that are not proportionate to the situation and within reasonable limits and never where it can unduly influence a business situation. We never offer or solicit cash or any type of cash equivalents.

Environment, health and safety

We are deeply committed to the health and safety of our direct and indirect employees and work towards continuous improvements through our certified Occupational Health & Safety management system.

We continuously strive to minimize our environmental impact and promote the sustainable and efficient use of natural resources and land, to protect the environment and biodiversity. Our systems and processes are certified and documented in our Environmental Management System.

Business partner and suppliers

We expect our business partners and suppliers to live up to the same international standards, as we have committed to through this code of conduct. We have formulated our specific requirements in our supplier code of conduct, which is available on our website and widely distributed.