

Supplier Code of Conduct

At Jupiter Bach we view our suppliers as partners and care about the way they do business. With this supplier code of conduct we want to establish a clear baseline for our expectations towards our suppliers in promoting a lawful, professional and fair practice that integrates respect for human rights, business ethics, environment, health and safety.

We expect our suppliers to fully comply with applicable laws and regulations and adhere to internationally recognized environmental, social and ethical standards. We also expect our suppliers to use their best efforts to implement these standards with their own suppliers and subcontractors.

We will evaluate all our suppliers based on the requirements in this supplier code of conduct, as well as on price, quality and delivery. We expect our suppliers to have policies and procedures and maintain clear documentation to demonstrate compliance with these requirements.

Jupiter Bach is a signatory to the UN Global Compact and our internal code of conduct, as well as this supplier code of conduct is developed based on these principles.

Human rights

We expect our suppliers to respect human rights by

- › Avoiding causing or contributing to adverse impacts on human rights and proactively addressing such impacts if they occur.
- › Preventing or mitigating risks of adverse impacts on human rights that are directly linked to their own operations, products or services or by their business relationship.
- › Not tolerating any form of discrimination or harassment.
- › Actively providing equal opportunities for all and promoting diversity.
- › Freely allowing employees to associate with others, form and join organisations of their own choice for the promotion and defence of their occupational interests, including choosing their own representatives to bargain collectively.
- › Not benefiting from or participating in any form of forced or involuntary labour
- › Only employing workers who meet the applicable minimum age requirements and complying with all other applicable child labour laws.
- › Providing fair remuneration and planning and structuring work in compliance with applicable laws, industry standards and relevant collective agreements, in relation to working hours, public holidays, leave and compensation in case of overtime.
- › Providing all employees with a written contract outlining the conditions of employment in a language they understand.

Ethics

We expect our suppliers to maintain a high level of business integrity by

- › Not participating in unlawful or unethical market conduct.
- › Avoiding conflicts of interests and making sure personal interests do not unduly influence professional judgement.
- › Respecting and protecting intellectual property and confidential information.
- › Not engaging in corruption in any form, including bribery and facilitation payments.
- › Not receiving or offering gifts, entertainment or anything else of value, which is not proportionate to the situation, within reasonable limits and in compliance with local law and regulation.

Environment, health and safety

We expect our suppliers to systematically reduce their environmental impact and protect the health and safety of their employees by

- › Providing a healthy and safe working environment with focus on preventing work related accidents and injuries.
- › Setting up proper preventive measures and supplying employees with proper training and protective equipment at no cost to the employees.
- › Having a clear policy commitment to address environmental considerations based on continuous improvements and reflecting the risks the company and its value chain poses to the environment.
- › Monitoring their company's most material environmental impacts and developing clear action plans for using resources efficiently.

Compliance with our supplier code of conduct

We reserve the right to audit our suppliers and sub-suppliers' compliance with this code of conduct, and the correctness of the information provided to us by them. In cases of non-compliance with this code of conduct we will initiate a dialogue with our supplier, in order to develop a corrective action plan. In case of continuous non-compliance, we reserve the right to terminate our business relationship. We do not compensate for such terminations and suppliers are solely responsible for all costs related to compliance with this code of conduct.