



SUPPLIER CODE OF CONDUCT

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JYB EUROPE has implemented a Supplier code of Conduct to demonstrate to external suppliers or consultants, the values that are fundamental for **JYB Europe** for operating in a social, ethical and environmental manner.

This Supplier code of Conduct expresses **JYB Europe's** core beliefs while setting limits towards potential risks of misconduct in the supply chain.

The standard European directives and regulations have to be followed.

JYB Europe expects from all external stakeholders or consultants to commit to:

1. Environment

- Strive to ending deforestation
- Minimize Greenhouse gas emissions
- Protect water resources by minimizing use of water, avoiding contamination and reducing the impact on the water resources of the surrounding communities
- Reduce wastewater and solid waste
- Use energy efficiently
- Promote Climate initiatives

Framework:
ISO 14001 Environmental management
OECD - Environment
UN Sustainable Development Goals
UNFCCC - Climate Neutral Now
Carbon Disclosure Project (CDP)
ISO 50001 Energy Management
Science Based Targets

2. Labor conditions and human rights

- Provide Healthy and safe working conditions in accordance with ISO 45001
- Never tolerate the use of human trafficking, forced labour and child labour
- Guarantee minimum wages and reasonable working hours
- Adopt inclusive work environment and non-discrimination principles
- Employ student interns and foster knowledge development
- Enable freedom of association and collective bargaining

Framework:
The Universal Declaration of Human Rights
ILO - International Labour Standards
UN Global Compact

3. Anti-bribery and corruption

- Limit hospitality and gifts
- Limits of Benefits given and received
- Never tolerate bribery and corruption

Framework:
ISO 37001 - Anti-bribery management systems

4. Ethics and Integrity

- Provide respect and inclusiveness
- Avoid discrimination
- Engage social responsibilities
- No tolerance for disclosure of information and violation of intellectual property
- Foster fair business, advertising and competition

Framework:

Waste Framework Directive OECD - Agriculture

5. Sourcing and materials

- Engage to responsible material sourcing and usage
- Respect farming/production standards
- Ensure correct waste management

Framework:

EU Taxonomy

Sustainability Accounting Standards Board (SASB)

Task Force on Climate-related

Financial Disclosures (TCFD)

GRI - Global Reporting Initiative

6. Financials and accounting practices

- Monitor financial performance
- Provide external Auditing
- Issue regular reporting

7. Ongoing improvement

- Implement regular staff training
- Communicate and disclose Code of conducts to staff, external stakeholders, consultants...

8. Non-compliance

In case of misconduct and failing to meet this Supplier Code of Conduct, following consequences could apply:

- Corrective actions
- Penalties
- Sanctions and legal actions for compensation