



Titel:	Code of Conduct	Document type:	Formular
Scope:	Global Documents; Einkauf	Revision date:	13.04.2029

Supplier Code of Conduct

JRS products are created from natural, renewable vegetable raw materials.

'Fibers from Nature' - our slogan indicates the goal we are committed to: the responsible use of natural resources. In our actions, we try to meet a high ecological standard – from the selection of raw materials through the processing steps to environmentally friendly processes. Here our work focuses on both ecological and economic sustainability.

The JRS Family stands for a long-term mindset, safety, reliability, ecology, tradition, future orientation and sustainability: Our plans and actions are oriented around long-term goals and values. This includes responsible and respectful treatment of each other and reliability in all business relationships.

The human being is the center of attention: This applies to the esteem for each individual employee as well as our relationships with customers and partners around the world. Our customers can feel secure and rest assured that they are in good hands consistently. Therefore it is important to exercise prudence and caution. This is what all the employees of JRS stand for – none more so than the owners, the Rettenmaier family.

Sustainability in practice: Doing something useful, refraining from questionable actions, weighing up input/output, acting in an ecologically oriented manner, using natural raw materials responsibly and profitably.

We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

This code applies to all JRS suppliers worldwide. The requirements of this code extend to all employees of the supplier, regardless of their role or relationship with the supplier. This code therefore also applies to workers who are employed informally, on short-term contracts, or on a part-time basis. We expect our suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (ESG standards).

Legal Compliance

Suppliers must comply with all applicable national laws and relevant international standards.

International Standards and Commitments

JRS wholeheartedly supports the fundamental principles of the UN Global Compact (UNGC), including its commitments to human rights, labour standards, environmental protection, and anti-corruption. We also align our values and actions with the OECD Guidelines for multinational companies and the Core Labour Standards of the International Labour Organization (ILO). We expect our suppliers to uphold these international frameworks in their business operations, supply chains, and decision-making processes, and to promote the principles they embody throughout their own commercial relationships.

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Respectful treatment, equality and anti-discrimination

JRS expects suppliers to treat their employees with respect and dignity. Suppliers shall promote equal opportunities and ensure that there is no harassment, harsh and inhumane treatment, violence, sexual harassment and abuse, intimidation, corporal punishment, mental or physical coercion or discrimination at their workplaces.

Suppliers will not discriminate against any person because of their origin, nationality, religion, ethnicity, gender, age, disability, political opinion or sexual orientation.

Wages, salaries and working hours

Suppliers shall pay salaries and provide benefits which correspond (at minimum) to the relevant national statutory minimum standards and/or the minimum standards of the relevant national industrial sector regarding a reasonable income.

In addition to meeting statutory minimum wage requirements, suppliers are expected to make reasonable efforts to ensure that wages support a living standard. Wherever living wage benchmarks exceed the legal minimum wage, the higher standard shall apply to enable workers to meet their basic needs.

Suppliers must comply with regional regulations regarding working times and will not require employees to work more than the maximum number of hours permitted under applicable laws. Suppliers grant their employees the statutory minimum paid leave.

Employment Eligibility

Suppliers shall only employ workers with a legal right to work in the location in question.

Responsible Recruitment

Suppliers shall ensure that workers do not pay recruitment fees and always retain control over their personal identification documents.

Regular Employment Practices

Suppliers shall ensure that employment relationships are based on lawful, written agreements and must not use insecure or concealed forms of employment to avoid legal obligations.

Child labour

Suppliers will not directly or indirectly employ workers who have not reached the respective national required minimum age specified by applicable laws and regulations.

Forced labour

JRS expects their suppliers not to tolerate forced labour. Suppliers must not buy products or services from companies associated with forced labour, including involuntary, prison or slave labour. Suppliers shall make reasonable efforts to ensure that their own suppliers comply with these requirements.

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Freedom of association

Suppliers must respect employees' rights to join or not to join any lawful association without fear to retaliation.

Granting / acceptance of benefits

Suppliers shall not tolerate corruption and will combat it. Suppliers must comply with all applicable anti-corruption laws and regulations of the countries in which they operate. In particular they must ensure that their employees or representatives do not offer, promise or grant any benefits to JRS employees with the aim of receiving an order or any other advantages.

Suppliers will not grant or offer money, monetary values or gifts to JRS employees.

Suppliers are not allowed to sponsor staff activities or invite employees to any other events (such as sports or cultural events, product information events and seminars).

An invitation to a business lunch is only acceptable if it serves a justified business purpose and takes place within the scope of a normal business relationship.

Financial Integrity

Suppliers must prohibit money laundering, bribery, fraud, manipulation of financial data, embezzlement, and tax evasion, and must maintain accurate and transparent financial records.

Fair competition

JRS expects suppliers to compete fairly with other companies, always fully complying with current cartel regulations and laws on competition and fair business practices. Suppliers neither enter agreements with competitors which would constitute violations of antitrust laws, nor do they abuse a possibly existing market dominating position.

Avoiding conflicts of interest

Suppliers must never participate in fraudulent or other illegal activities connected to business with JRS. Their decisions shall always be based exclusively on objective economic criteria.

Suppliers have to inform JRS if there might be a conflict of interest of any kind. This includes, but is not limited to, a relationship between such employees of both companies whose decisions might affect either company's business, or an interest of a JRS employee in the supplier's business.

Protection of personal data and trade secrets

Suppliers must protect JRS's intellectual property rights, trade secrets and proprietary information as well as personal data of JRS personnel. They are also required to comply with the data protection regulations and to protect personal data reliably against unauthorized access.

Suppliers may not disclose, and will make sure that their representatives will not disclose, confidential information connected to business with JRS. This obligation shall also remain valid after termination or expiration of the contract or business relationship for whatever reason.

All data and information must be destroyed in accordance with statutory obligations when no longer required.

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Occupational health and safety

JRS expect suppliers to promote safety at workplace. Suppliers must ensure that their employees know about and comply with the safety regulations, are aware of danger and act rationally in all safety-relevant occupations. Suppliers must have everything in place that is needed to reduce the risk of accidents, injuries and exposure to harmful substances. They must have well-established safety procedures, perform preventive maintenance and provide protective equipment in compliance with the law.

Environmental protection

Suppliers must comply with all environmental laws, including those relating to hazardous materials, wastewater, waste and air emissions.

Suppliers make efforts through their own initiative and responsible corporate management to minimize the adverse environmental impacts of their activities, products and services (e.g. use resources efficiently, reduce waste, improve their energy efficiency and use environmentally friendly technologies.)

Sustainable Procurement

Suppliers shall promote responsible sourcing practices within their own supply chains and ensure that their subcontractors and upstream suppliers comply with equivalent environmental, social, and ethical standards.

Accountability and Compliance with the JRS Supplier Code of Conduct

By confirming an order placed by JRS, the supplier acknowledges and agrees to comply with the JRS Supplier Code of Conduct and all applicable laws and regulations.

We reserve the right to dissociate us from suppliers whose actions conflict with the requirements set out in this JRS Supplier Code of Conduct.

Serious breaches could lead to the immediate suspension of commercial relations with the supplier concerned.

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