

# JC-METAL HUMAN RIGHTS POLICY AND EMPLOYMENT PROCEDURES



Our policies and standards include acting consistent with the United Nations Guidelines on Business and Human Rights and other internationally recognized standards. We expect the following of these procedures and behavior not only within our activities and from our employees but also from all business partners and suppliers.

Processes and operations, both our and our business partners', must comply with the following principles in the areas of human rights, individual freedoms and labor law procedures:

- Non-use of forced or compulsory labor
- Non-use of child labor in breach of ILO conventions
- Non-use of slavery or human trafficking
- Equal opportunities without unlawful discrimination based on race, sex, ethnic origin, colour, disability, religion, nationality, sexual orientation, social origin, age, marital status, family situation, pregnancy or political beliefs and non-physical workplace; and verbal harassment
- Compliance with all regulations in the field of safety and health at work and the requirement that employees and suppliers work in humane working conditions
- Compliance with all applicable laws regarding working hours, wages and benefits
- Training employees to be aware of, respect and protect human rights both in the workplace and in the environment that is directly affected by our company
- Ensuring that each of our employees (even potential ones) is treated with dignity and fairness

Throughout our company and supply chain, we take all necessary measures to assess, address and, if necessary, take any corrective action on practices that do not comply with the JC-Metal Global Code of Conduct for Employees and Work Behavior, as well as for practices that do not comply with all internationally recognized human rights, individual freedoms and labor standards.