



SUPPLIER CODE OF CONDUCT

Do It Right the First Time



DEAR SUPPLIER,

As Managing Director of J.S.Cock, I would like to take this opportunity to emphasize the importance of ethical business practices and social responsibility in our supply chain. We believe that working with suppliers who share our values is crucial to our success, and we are committed to upholding the highest standards of integrity in all of our operations.

To this end, we have developed a Supplier Code of Conduct, which outlines the expectations we have for our suppliers in terms of their environmental, social, and ethical practices. The Code is based on internationally recognized principles such as the UN Global Compact, the International Labour Organization's core labour standards, and the OECD Guidelines for Multinational Enterprises.

By adhering to this Code, we aim to create a mutually beneficial relationship with our suppliers, built on trust, transparency, and respect. We believe that by working together towards a shared vision of responsible business

practices, we can help to create a more sustainable and equitable future for all.

We encourage all of our suppliers to read and understand the Code of Conduct, and to ensure that all employees and subcontractors working on our behalf also comply with these requirements. We will work collaboratively with our suppliers to implement these standards and to continuously improve our supply chain practices.

Thank you for your cooperation and partnership in promoting ethical and responsible business practices.

Sincerely,



Tobias Cock
Managing Director



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SCOPE & OBJECTIVE

As a family-owned business, we at J.S.Cock are very aware of the consequences our actions have on future generations. We take corporate responsibility seriously and strive to do business in a way that contributes to a more sustainable future. In our effort to be a responsible supplier to our customers, we need you to support our values and business practices. This Code of Conduct applies to all our suppliers as well as their sub-suppliers.



OUR VALUES

Our motto is: **Do It Right the First Time**

We strive to provide our customers with suitable and economically sound solutions. As a trader, we add knowledge, information and thoroughness to the equation. By doing it right the first time, we can be an effective, trust-worthy and service-minded partner. We expect no less from our suppliers. By signing this Code of Conduct, you confirm that you support our values and will help us deliver high quality products and services to our customers.



THOROUGHNESS

We take the time to consider all aspects of a task, take risks into consideration and try to act based on the full picture.



TIDINESS

We keep our work stations and communal spaces clean and tidy. We follow the 5S philosophy.



DEDICATION

We take pride in our work and try to go the extra mile for our customers, business partners and colleagues.



SERVICE-MINDEDNESS

We strive to provide our customers with the best solutions possible and to contribute to their business operations running as smoothly as possible.



KNOWLEDGE

Knowledge is our core product – together with our suppliers, we will find the answers to our customers' challenges.



EFFECTIVENESS

By being thorough, tidy, dedicated, service-minded and knowledgeable, we become an effective service-provider for our customers. We deliver quality at the right time, at the right price.

PRODUCT QUALITY

Our business model is to find high-quality products for our customers and provide correct and timely information. In order to promote and sell your products, we depend on you adhering to the following points:

- Comply with all legal and regulatory requirements as well as internal standards, including those related to safety, security, quality control and hazardous materials.
- Do not compromise product compliance and do not provide misleading information on materials, safety or environmental attributes, etc.
- If you design new products or change existing products, ensure they meet regulatory and legal standards. Always inform us about changes to existing products.
- If you change sub-suppliers for standard products, always inform us immediately.



FAIR AND LAWFUL BUSINESS

Fair competition

We trust that our products and services will succeed in a competitive marketplace and that a fair market benefits us. We compete on the merit of our products and services and do not take actions that are illegal under the competition laws, such as colluding with competitors. We treat our suppliers in a professional manner and choose suppliers based on objective criteria.

Trade compliance

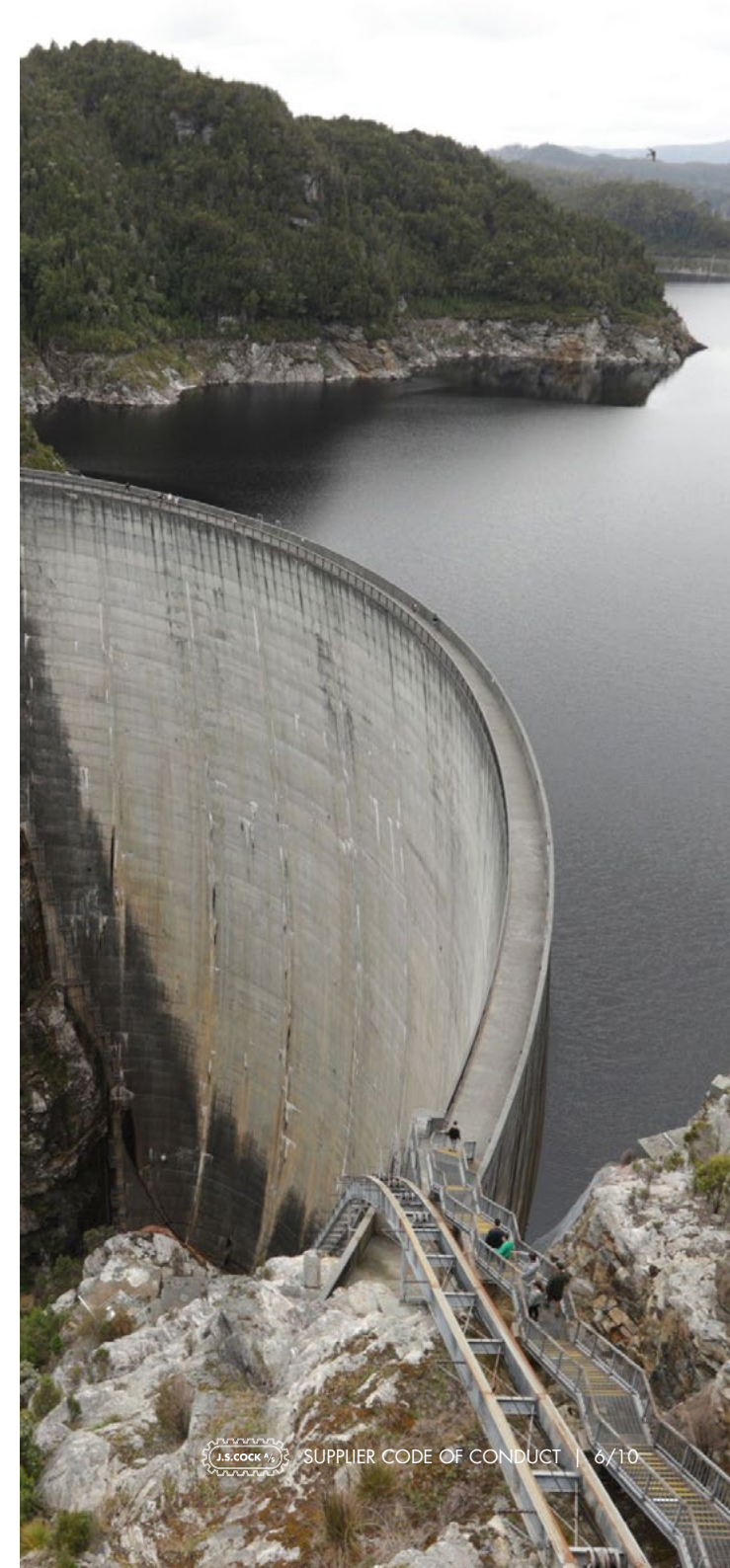
Know and follow the trade restrictions that apply to both your location and ours. These can be complex, as rules vary by location and may change in response to world events. Investigate export license requirements before exporting a product. Support and apply our due diligence processes for third parties and business partners, as we may be prohibited from dealing with parties that are subject to sanctions.

Anti-corruption, gifts and hospitality

Corruption involves the abuse of power or position for personal gain. A common form of corruption is bribery. Corruption is not only illegal, but it also has a severe negative impact. It harms societies, impedes economic development, and undermines democratic institutions and the moral foundation of society.

As an organization, we stand against corruption. All forms of corruption, including bribery, are strictly prohibited. We do not pay, offer or accept bribes or other improper advantages, for example excessive gifts or hospitality, for the purpose of influencing business decisions or securing an improper advantage. Neither do we engage in any form of money-laundering. You must report any suspicious transactions, including third party payments, large cash purchases or the use of cash equivalents. We will not work with suppliers, vendors or partners that offer or pay bribes or engage in corrupt activities.

WE EXPECT OUR SUPPLIERS TO ADHERE TO OUR STANDARD OF BUSINESS PRACTICE



HUMAN RIGHTS

At J.S.Cock, we are committed to respecting internationally recognized human rights. We comply with applicable laws and agreements on employment conditions including working and resting hours, compensation and benefits. We do not tolerate any forms of modern slavery, including forced, bonded or compulsory labor, or human trafficking. We respect children's right to personal development and education, and we do not use child labor. We respect employees' right to freedom of association and collective bargaining as well as any employee's choice to refrain from joining a union.

As our supplier, you need to:

- respect human rights in line with our human rights commitments.
- award your employees adequate compensation and paid vacation time as well as collective bargaining/unionizing rights.
- do not use or support any forms of modern slavery or forced labor.
- never hire children under 15, even if it is permitted by local law.



What is Modern Slavery?

Human trafficking involves recruiting, harboring or transporting people into a situation of exploitation through the use of violence, deception or coercion and forcing them to work against their will. Forced labor is any work or service that people are forced to do against their will, under threat of punishment and for which the person did not volunteer.

What are examples of signs to look out for?

- Confiscation of identity papers, passports or education certificates.
- Withholding wages.
- Lack of official employment status, i.e., employment contract.
- Abusive working conditions.
- Physical and sexual violence.
- Debt bondage, i.e., loans that must be repaid before the employee can end his/her contract.
- Recruitment fees, i.e., a person has paid a recruitment firm for the job and must work until the debt is repaid.
- Restrictions of movement, e.g., employees not allowed to leave company premises.

What is Freedom of Association?

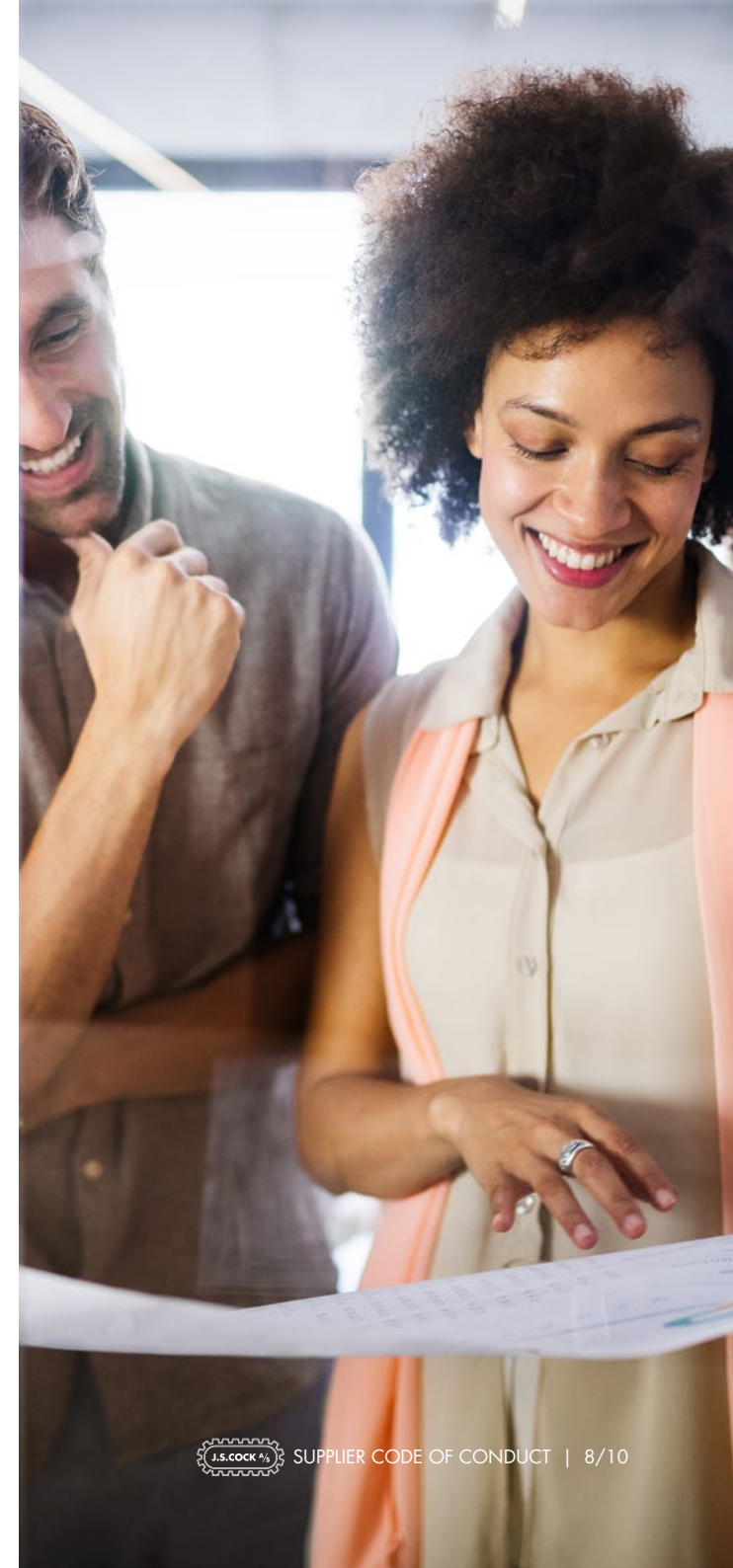
All employees have the right to form and join an association to represent their interests as employees, to organize and to bargain collectively or individually.

It is also an employee's choice to refrain from joining a union. Where local law sets restrictions on the right to freedom of association or collective bargaining, we allow alternate forms of worker representation, association, and bargaining.

Diversity and the Freedom to Be Yourself

At J.S.Cock, we are proud of our inclusive work environment where everyone is welcome no matter their gender, race, sexual orientation etc. We hire based on talent, skill and experience. We encourage and expect mutual respect – among colleagues and between our company and our business partners.

As our supplier, you are required to commit to our social and ethical values and award your own employees the same respect and freedom to be themselves.



RESPECT FOR PEOPLE AND THE ENVIRONMENT

Safety

We believe accidents, incidents, injuries, near misses, work-related illnesses and unsafe conditions are often preventable. By prioritizing safety in planning and operations, we ensure our work environment meets applicable health and safety laws and requirements.

We expect our suppliers to:

- know and follow all safety requirements, including the use of personal protective equipment.
- never take shortcuts or ignore required safety practices.
- ensure employees are properly trained and equipped for their jobs.

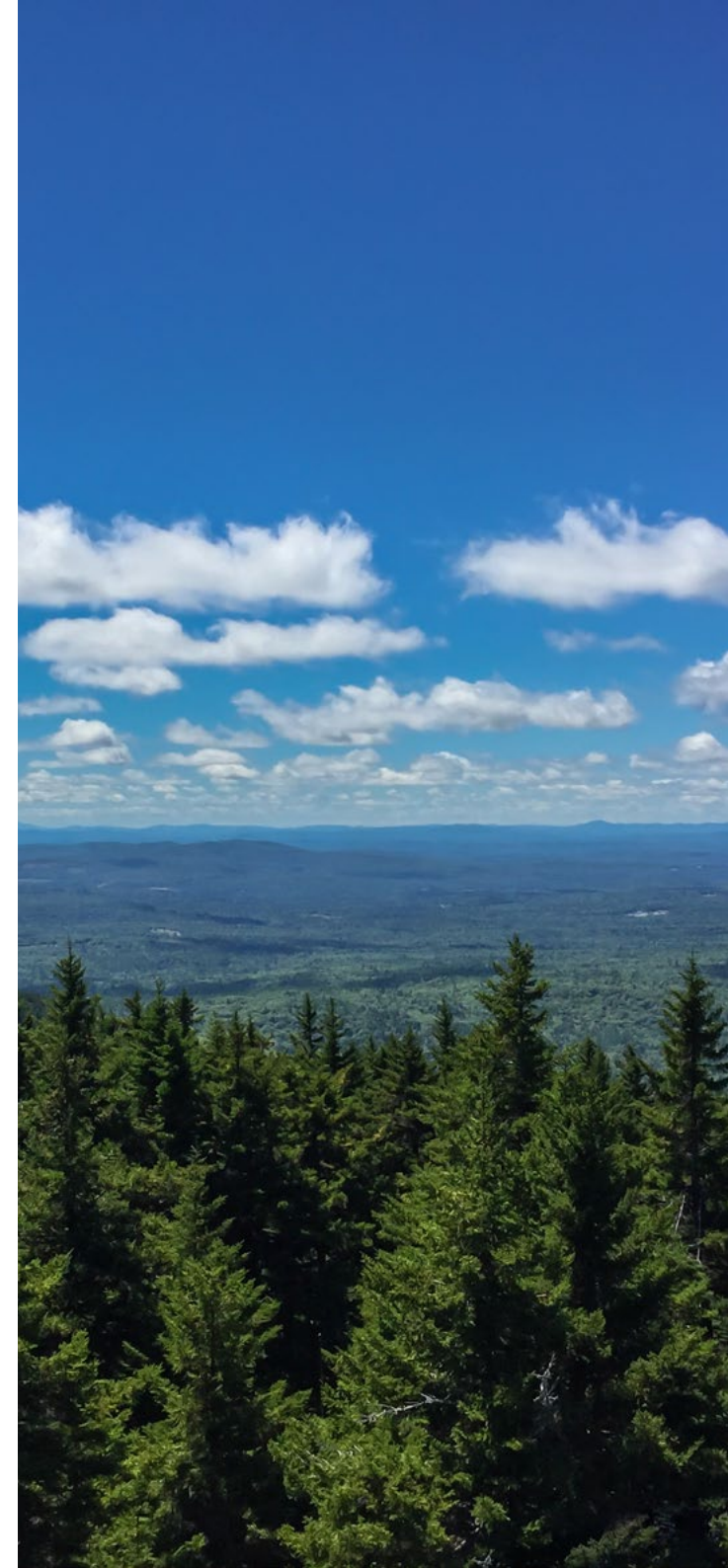
To inform us immediately if our requirements regarding, e.g., price or delivery time might negatively affect worker safety.

Environment

As a trade company, we have limited control over our products' environmental footprint. Therefore, we depend on our suppliers to develop sustainable products, choose environmentally friendly production methods and materials, and drive innovation.

We need you to:

- demonstrate care for the environment. In some countries, this means going beyond applicable environmental laws. Strive for clean air and clean waterways around your company.
- minimize resource use, emissions and waste.
- take all required precautions when working with, transporting or disposing of hazardous materials or chemicals.
- look for ways to reduce our environmental impact within your sphere of influence.





YOUR COMMITMENT

Supplier name: _____

Representative name: _____

Representative position: _____

Date and Place: _____

Signature: _____

