



Jansons Balers Suppliers Code of Conduct

It is important that Jansons Balers places business on behalf of its principals with suppliers whose practices are compatible with those of Jansons Balers and its principals. Jansons Balers is concerned with the practices of individual suppliers to its principals, as well as the social and political issues in any jurisdiction where Jansons Balers sources products for its principals.

This Supplier Code of Conduct outlines the basic requirements that all suppliers (and all subcontractors which suppliers engage) must meet in order to do business with Jansons Balers and its principals.

1. Employment Practices

Jansons Balers will only do business with suppliers whose workers are treated fairly and who in all cases are present voluntarily, not out to a risk of physical harm, fairly compensated, allowed the right of free association and are not exploited in any way. Suppliers shall comply with all applicable laws and regulations regarding “working” conditions.

In addition, Suppliers must adhere to the following:

- **Wages and Benefits:**

Supplier must provide wages and benefits that comply with any applicable law or match the prevailing local manufacturing or industry practices, whichever is higher. Jansons Balers also favors suppliers that share Jansons Balers commitment to the betterment of community conditions.

- **Working Hours:**

Jansons Balers expects suppliers to comply with all applicable laws regarding work hours. Further, Jansons Balers favors those suppliers whose policies and practices place reasonable limits on the number of hours that workers may work on a regularly scheduled basis and who regularly provide reasonable rest periods and days off. Jansons Balers encourages suppliers to permit workers a reasonable amount of time off from their duties for rest and with their families. Overtime should be compensated as prescribed by the local labor laws.

- **Child Labor:**

Suppliers shall not use child labor in any of their facilities. “Child” is defined as a person who is within (or younger than) the local age for completing compulsory education and in no event less than 15 years of age. Suppliers shall also comply with all other applicable child labor laws. Jansons Balers supports the development of legitimate, workplace apprenticeship programs for the educational benefit of younger people as long as the individual is not being exploited or put at risk with regard to health and safety.



- **Prison Labor/ Forced Labor:**

Suppliers shall not use prison labor or forced labor in any of their facilities. “Forced labor” is defined as work or service which is extracted from any person under threat of penalty for its non – performance and for which the worker does not offer himself voluntarily.

- **Discrimination:**

While Jansons Balers recognizes and respects cultural differences, workers should be employed on the basis of their ability to the job, rather than on the basis of gender, racial characteristics or cultural, religious or personal beliefs.

- **Disciplinary Practices:**

Suppliers shall not use corporal punishment or other forms of mental or physical coercion or intimidation in any of their facilities.

2. Ethical Standards

Jansons Balers will seek to identify and work with suppliers who aspire as individuals and in the conduct of their business to a set of ethical standards which are compatible with Jansons Balers standards. Bribes, kickbacks or other similar unlawful or improper payments, in cash or in kind, are strictly prohibited, whether given to obtain or retain business or otherwise.

3. Environment

Suppliers should ensure that every manufacturing facility complies with environmental laws, including all laws related to waste disposal, air emissions, discharges, toxic substances and hazardous waste disposal. Suppliers must validate that all input materials and components were obtained from permissible harvests consistent with international treaties and protocols in addition to local laws and regulations.

4. Freedom of association and collective bargaining

Suppliers must respect the right of workers to choose whether to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.



5. Health and Safety

Jansons Balers will only utilize suppliers who provide their workers with a clean, safe and healthy work environment. Suppliers must take proactive measures to prevent workplace hazards. Suppliers who provide residential facilities for their workers must provide clean, safe and healthy facilities.

6. Financial Integrity

Suppliers must keep accurate records of all matters related to their business with Jansons Balers in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS).

7. Corrective Action

If it is determined that a supplier is in violation of the supplier code of conduct, Jansons Balers and its principals shall take appropriate corrective action, which may include cancellation of the affected order, prohibition of subsequent use of the factory in question or termination of the principals business relationship with that supplier, all of which shall be in addition to Jansons Balers and its principals exercising any other rights and remedies to which Jansons Balers or its principals may be entitled under purchase orders issued by Jansons Balers or its principals, at law or otherwise.

A copy of Jansons Balers Supplier Code of Conduct for Jansons Balers Suppliers/ Factories have been provided to the Supplier/ Factory listed below and the Supplier/ Factory shall comply with all provisions thereof.

Supplier/ Factory Name:

Supplier/ Factory authorized representative Name & Title:

Supplier/ Factory authorized representative signature & Date (dd-mm-yy):

Company Chop

You may raise your concern or complaint to Jansons Balers compliance department by e-mail (Compliance@jansonsbalers.com). Please include all relevant information and supporting documents.