

# JOKEY SUPPLIER ETHICAL CODE

## FOREWORD

At the centre of Jokey's corporate culture are values such as down-to-earthness, sustainability, a sense of social responsibility, appreciation and honesty. As a family business, we take our responsibility towards people and nature very seriously. We pursue a sustainable business policy, which is also reflected in our vision and mission. When we joined the Global Compact Germany in 2021, we made a commitment to support its ten principles in the areas of human rights, labour standards, environmental protection and anti-corruption. Since then, these have been bindingly integrated into our corporate strategy, corporate culture and day-to-day business and formulated in our own Code of Conduct.

The present Jokey Supplier Ethical Code is based on this, through which we also involve our suppliers and partners in our duties of care and voluntary commitments. The Supplier Ethical Code concretises the guiding principles for the global supplier network. It also takes into account legal regulations such as the German Supply Chain Due Diligence Act (LkSG) as well as internationally recognised standards such as the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Labour Standards.

The Supplier Ethical Code defines the minimum requirements that all Jokey Group suppliers must observe and comply with. We expect our suppliers to fulfil the same sustainability standards by which we measure ourselves.

## GENERAL OBLIGATIONS

### 1. CORPORATE GOVERNANCE

Jokey Suppliers shall ensure that they establish and maintain appropriate management systems in relation to the content of the Jokey Supplier Ethical Code. They must also actively review, monitor and, where necessary, amend their management processes and business procedures to ensure that they comply with our Supplier Ethical Code.

### 2. COMPLIANCE WITH LAWS AND REGULATIONS

Our suppliers must comply with all national and international laws. This applies in particular to labour, social and environmental regulations. In addition, we expect our suppliers to follow clear guidelines on the protection of customer data and the handling of sensitive data and business information.

### 3. CONFLICTS OF INTEREST

Our suppliers undertake to refrain from granting any form of advantage to Jokey employees. These guidelines serve to protect both parties from possible accusations of corruption and ensure the integrity of the business relationship.

## SOCIAL STANDARDS

### 1. HUMAN RIGHTS

By joining the UN Global Compact, Jokey has undertaken to respect its ten principles and not to be complicit in human rights violations. This also applies to our suppliers. Central to this are the so-called core labour standards as an essential component of decent work. Furthermore, Jokey rejects any form of discrimination, racist behaviour, harassment, intimidation, bullying and physical or psychological abuse and expects the same from its suppliers.

## 2. PROHIBITION OF FORCED LABOUR AND CHILD LABOUR

Jokey also rejects any form of modern slavery, including within our supply chain. By this we mean the exploitation of people in the form of forced labour, human trafficking, debt bondage, forced labour and child labour. Jokey's definition of child labour is based on the guidelines of the International Labour Organization (ILO).

## 3. FAIR REMUNERATION

Without exception, the employees of our suppliers must be paid regularly, punctually, appropriately and in full. Remuneration must be in line with national legislation. In particular, it must at least correspond to the applicable statutory minimum wage.

## 4. FAIR WORKING CONDITIONS

Our suppliers must comply with the applicable local laws and the regulations on working hours stipulated by the International Labour Organisation (ILO). This also includes ensuring sufficient break times.

## 5. EQUAL TREATMENT AND INCLUSION

We expect our suppliers to promote equal opportunities and equal treatment of their employees and to provide an inclusive, respectful working environment in which diversity is emphasised in the selection of employees.

## 6. HEALTH AND SAFETY IN THE WORKPLACE

Our suppliers are responsible for providing a safe and healthy working environment in which accidents and injuries are avoided. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the work. Suppliers shall ensure appropriate physical and mental stress and protect the health of their employees.

## 7. FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

We expect our suppliers to uphold the freedom of association and the effective recognition of the right to collective bargaining of employees in accordance with local laws.

# ENVIRONMENTAL STANDARDS

## 1. ENVIRONMENTAL MANAGEMENT

The implementation of the Jokey sustainability course is linked to the positive influence of the environmental aspects arising from our business activities.

To this end, we operate a systematic environmental management system (see also "Jokey Group Environmental Policy Issue #1, 2024"). We expect our suppliers to avoid environmental pollution and hazards and to take and further develop suitable measures to protect the environment from the negative effects of their business activities. Wherever possible, we ask our suppliers to optionally extend their offers to include more energy-efficient alternatives or to provide information about such alternatives.

## 2. ENVIRONMENTAL PROTECTION

Jokey suppliers must comply with the applicable local environmental laws, regulations and standards. This also applies strictly to applicable regulations, in particular with regard to the prohibition of non-compliant substances in production. In addition, labelling for recycling and disposal must be provided. Self-induced negative effects on the environment and climate must be identified and prevented as quickly as possible. Wherever possible, we ask our suppliers to add these alternatives to their offers or to provide information about such alternatives where more environmentally friendly alternatives exist.

## 3. NATURAL RESOURCES AND CIRCULAR ECONOMY

In accordance with its environmental policy, Jokey is committed to the economical and careful use of natural resources. Wherever possible, we favour the use of recycled and recyclable materials in order to close material cycles. We expect the same from our suppliers.

## 4. ENERGY MANAGEMENT

The responsible use of energy is an essential part of Jokey's sustainability strategy. The objectives of our energy policy (see also "Energy policy, Jokey Group, Issue #1, 2024") also include promoting energy-conscious behaviour among our suppliers. They must ensure that they comply with all relevant legal requirements and standards in the area of energy efficiency and climate protection. In addition, they should implement measures to increase energy efficiency and the use of renewable energies and accelerate the development and dissemination of environmentally friendly technologies. Wherever possible, we ask our suppliers to add these options to existing energy-friendly alternatives or to provide information about such alternatives.

## IMPLEMENTATION OF THE JOKEY SUPPLIER ETHICAL CODE

In order to ensure compliance with this Supplier Ethical Code, Jokey conducts its own analyses of human rights and environmental risks at its suppliers at least once a year or as required (Jokey Supplier Risk Analysis). In this context, Jokey may request information or reports or, after prior written notification, conduct an audit at the supplier's premises in accordance with SMETA Sedex.

Together with our suppliers and partners, we want to drive our sustainability agenda forward and have a positive impact on the environment and society. We therefore expect our suppliers to continuously develop measures to improve their activities with regard to sustainability aspects. We explicitly ask all suppliers to share their innovative and visionary processes and products that aim to support our sustainability goals with us at any time.