



Sustainability and Code of Conduct Policy

Legal Compliance

We consider legal compliance to be one of our primary duties. We commit ourselves to comply with the laws of the applicable legal system(s).

Corruption & Bribery

JCT works against all forms of corruption and no contraventions will be tolerated.

We tolerate no form of and do not engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for influencing decision making in violation of law.

Fair Competition, Anti-Trust Laws and Intellectual Property Rights

Antitrust laws prohibit agreements between companies that restrict competition, e.g. price fixing, market or customer allocation, market sharing or bid rigging with competitors, or the abuse of a dominant position in the market. JCT has a strict policy to act in compliance with antitrust laws and expects its contractual partners to do the same.

We commit ourselves to act in accordance with national and international competition laws and not to participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors and to respect the intellectual property rights of others.

Respect for Basic Human Rights of Employees

JCT expects its suppliers to respect the basic human rights of employees as defined in the international conventions of the United Nations (UN), the International Labor Organization (ILO), the Organization for Economic Cooperation and Development (OECD) and the UN Global Compact Initiative.

This means for example:

- We respect the personal dignity, privacy and rights of each individual.
- We comply with the maximum number of working hours laid down in the applicable laws.

Prohibition of Child Labor

JCT expects its suppliers to only employ workers with a minimum age of 15. In exceptional cases only, we will accept a minimum age of 14 provided that a statutory minimum age of 14 applies under the ILO Convention 138 in the country where the affected supplier maintains its business establishment.

Health and Safety of Employees

JCT takes responsibility for the health and safety of employees and control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.

Environmental Protection

The objective of environmental protection is to improve the market opportunities for our products and the esteem in which our customers and the public hold us, by increasing the environmental compatibility and ecological efficiency of the products themselves as well as the production processes. We act in accordance with the applicable statutory and international standards regarding environmental protection.

Supply Chain

JCT expect our suppliers not only to comply with the Code of Conduct in their own organization but also to ensure in turn that their subcontractors adhere to the international standards summarized in the Code of Conduct.

Responsible Mineral Sourcing

Until the present day, trade in Responsible Minerals Sourcing has been affected by many violent conflicts. We commit to take reasonable efforts to avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights.

Anti-Money Laundering and Terrorist Financing

JCT is committed to complying fully with all anti-money laundering and anti-terrorism laws throughout the world. JCT will conduct business only with reputable customers and suppliers involved in legitimate business activities, with funds derived from legitimate sources.

These principles are based on – among others – the UN Global Compact and the principles of the International Labor Organization but also reflect the “Business Conduct Guidelines” of respectable international corporations.