



# SUPPLIER CODE OF CONDUCT

JiWa promotes ethical, transparent, and sustainable business relationships. To be able to operate our business responsibly and for the long term, we expect our suppliers to act in alignment with our values. The Supplier Code of Conduct is based on our internal code and aims to clarify our expectations on our suppliers and business partners.

## Purpose and scope

This Supplier Code is based on the UN Global Compact’s Ten Principles and the ILO’s eight core conventions. It serves as a practical guide for suppliers in their daily operations and is designed to communicate our expectations regarding human rights, working conditions, environmental responsibility, business ethics, and sustainability. Our aim is to ensure and promote safe and fair workplaces while building long-term, trustworthy partnerships across the supply chain.

## Implementation and Compliance

This Code serves both as a guideline and a requirement for transparent and sustainable collaboration with JiWa. It applies to all suppliers, subcontractors, and partners providing goods or services to JiWa. Suppliers are expected to conduct their operations responsibly and ensure that their subcontractors and partners also adhere to these principles. The code should be implemented in all areas of a supplier’s operations, from planning and production to delivery, sales, and support, and should include processes for continuous improvement, deviation management, and reporting of any misconduct.



### Value creation

As a supplier to JiWa, you contribute to sustainable development. By acting ethically and responsibly, we create value for customers, society, and the environment.



### Long-term partnership

By close and transparent collaboration, we build long-term partnerships, while ensuring quality, compliance, and sustainable development throughout the supply chain.



### Reliability

We build trust through transparency and strong business ethics. Together we act responsibly and with integrity, which strengthens relationships between JiWa, suppliers, and customers.



## Human Rights

Suppliers must respect and uphold human rights in all aspects of their operations.

Employment conditions, contracts, and workplace relationships should ensure safety and equality, and comply with applicable laws and international conventions, including workers' rights to freedom of association and collective bargaining. All operations must be free from child labour, forced labour, or any other form of involuntary work.

## Occupational Health and Safety

Suppliers must ensure a secure and healthy workplace where employees safety and well-being are prioritized. Applicable laws and regulations for working conditions must be followed, and appropriate measures must be taken to prevent risks, ensure necessary training and protective equipment, but also enable reporting of any concerns or misconduct.

## Child and Forced Labour

JiWa does not tolerate child labour, forced labour, or any form of involuntary work. Suppliers must comply with laws and international standards on minimum working age and protect workers under 18 from hazardous work. Employees must be free to leave their employment and must not be required to provide deposits or ID documents as a condition of employment. These requirements apply to both the supplier's own operations and its subcontractors.

## Equality, Diversity, and Inclusion

Suppliers must promote an inclusive workplace where everyone is treated fairly and offered equal terms. Discrimination or harassment of any kind is not tolerated. Employees with similar qualifications, experience, and performance must receive fair and comparable compensation for the same work under similar conditions.

## Minimum Wage and Working Hours

Suppliers must ensure that wages, compensation, and working hours comply with applicable laws and industry standards. Workers must always receive fair pay and reasonable working conditions, including adequate rest and recovery.

## Business Ethics and Anti-Corruption

JiWa has a zero-tolerance for all forms of corruption, bribery, extortion, or other improper benefits. Suppliers must operate with integrity and in compliance with applicable laws and ethical standards. JiWa strives for reliable business relationships based on transparency, accountability, and fairness.

## Bribery, Conflicts of Interest, and Improper Benefits

Suppliers must not offer, give, request, or accept bribes or other benefits that could influence business decisions or create improper advantages. Conflicts of interest, or potential conflicts of interest, must be avoided. Suppliers must take active measures to prevent economic crime, including money laundering, fraud, extortion, financing of terrorism or other organized crime.

## Gifts and Hospitality

Gifts, hospitality, or other benefits must be reasonable, transparent, and in line with ethical business practices. They must never be offered or accepted to influence a business decision or create improper advantages.

## Supply Chain Responsibility

Suppliers must ensure that principles of business ethics and anti-corruption are upheld in their own operations as well as in subcontractors and business partners. This includes compliance with applicable laws and regulations regarding trade restrictions and international sanctions, including EU and UN regulations. The aim is to ensure transparent, legal, and sustainable collaboration throughout the supply chain.

## Environment

JiWa's suppliers must actively work to minimize negative environmental impact and to promote sustainable use of resources. By conducting their business in compliance with applicable environmental laws and other relevant requirements, suppliers can support informed decision-making and contribute to a more sustainable society.

## Climate and Environment

Suppliers are required to reduce emissions of greenhouse gases, hazardous chemicals and climate-impacting substances. Energy efficiency should be promoted, and renewable energy used wherever possible. Environmentally friendly technologies and innovative solutions that reduce climate impact should be prioritized whenever feasible.

## Resource Management and Circularity

To promote sustainable use of materials, suppliers must use natural resources efficiently and responsibly. Waste should be minimized, and recycling and reuse promoted. A lifecycle perspective must be applied to products and services, from production and use to disposal. These principles should be integrated throughout the supply chain to ensure long-term sustainability.

## Data Protection and Information Security

Suppliers must protect all information handled in connection with JiWa, including personal data and other confidential information. They must ensure data is processed responsibly in compliance with applicable data protection laws, including the GDPR.

Suppliers must implement appropriate technical and organizational measures to ensure information security and protect data from unauthorized access, loss, misuse, or disclosure. These principles apply throughout the supply chain, including a duty to report incidents to limit harm and restore information security.

## Responsibility and Follow-up

JiWa expects suppliers to comply with this Code of Conduct and ensure adherence within their own operations and throughout the supply chain. Suppliers are encouraged to contact JiWa with questions or in situations where principles may be at risk, so that any deviations can be addressed constructively. JiWa may review compliance using dialogue, assessments, or other reasonable measures to ensure transparent and sustainable collaboration.