

Supplier Code of Conduct



Preamble

At Joyson Safety Systems, we are committed to conducting our business sustainably and in compliance with applicable laws at all times. As a global leader in mobility safety, we purchase raw materials, commodities and services from suppliers worldwide to ensure the ongoing success of our customers by providing innovative solutions for products and services which exceed industry standards and meet customer requirements.

Joyson Safety Systems evaluates and engages with qualified suppliers on an objective basis grounded in fairness. When selecting suppliers, we assess each supplier's cost and ability to satisfy our business and technical needs and requirements, including our standards on sustainability and responsible business practices.

This Supplier Code of Conduct (**Supplier Code**) highlights important standards that are consistent with Joyson Safety Systems' values and applies to people and companies that do business with Joyson Safety Systems (**Suppliers**). We expect that our Suppliers will not only meet their contractual obligations, but will comply with laws, regulations, and conduct themselves consistent with Joyson Safety System's Guiding Principles, Code of Ethics and Business Conduct, and this Supplier Code. Our Suppliers are required to familiarize themselves with the [Joyson Safety Systems Code of Ethics and Business Conduct](#).

Our Supplier Code is based on fundamental principles of social, environmental and governance responsibility that are consistent with applicable laws and international standards, including the United Nations ("UN") Guiding Principles on Business and Human Rights, UN Global Compact, International Labor Organization ("ILO") Conventions, Organisation for Economic Co-operation and Development ("OECD") Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the Rio Declaration on Environment and Development, as well as the Paris Agreement. This Supplier Code is also based on the Drive Sustainability/AIAG Automotive Guiding Principles to Enhance Sustainability Performance in the Supply Chain, the Responsible Business Alliance Code of Conduct, and the harmonized Supplier Code of Conduct developed by the European Association of Automotive Suppliers ("CLEPA").

One Code in the Supply Chain

Our vision is to achieve excellence, innovation, transparency and performance in a sustainable manner.

People and the environment are our most important resources. We strongly feel that companies should fulfil their social responsibilities and obligations to realize a healthy and harmonious development between enterprises and employees, enterprises and society, and enterprises and the environment. As part of this, we are working together with our stakeholders to attain the highest standards in business integrity and the social and environmental performance throughout our supply chain.

We have developed this Supplier Code to provide guidance to our Suppliers on our values and our expectations for their behavior. The Supplier Code contains standards on business ethics, working conditions, human rights, health and safety, environmental leadership and supply chain due diligence for suppliers at all tiers. We expect Suppliers to cascade the standards set forth in this Supplier Code throughout their supply chain.

To fulfill their responsibilities under the Supplier Code, suppliers should implement a management system/s – defined as a combination of policies, processes, functions, tools and internal controls – that help an organization to control its operations, reach objectives and ensure continuous improvement. The management system should be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the Supplier's operations and products, including conformance with this Code; and (b) identification and mitigation of operational risks related to this Code.

Suppliers should aim to apply best industry practices. At a minimum, they must always comply with applicable laws and regulations, including those relating to anti-corruption, anti-money laundering, antitrust and competition, boycotts, conflict minerals, gifts, lobbying, payments to government officials, political donations, and other related regulations. If local law sets higher standards than the Supplier Code, we expect Suppliers to follow the higher standard. In situations when the Code sets higher standards than those imposed by applicable laws and regulations, the Code applies only to the extent permissible under applicable mandatory laws and regulations. Individual Suppliers may have their own

standards, codes and policies in addition to the Supplier Code.

Joyson Safety Systems periodically takes steps to assess Suppliers' compliance with the requirements of this Supplier Code. Upon request, Suppliers are required to provide Joyson Safety Systems with materials and information to verify that they are operating and sourcing materials consistent with the requirements of the Supplier Code. Such information may include, but is not limited to, environmental performance, supply chain visibility and traceability, conflict minerals and extended minerals reporting templates, and product carbon footprint.

Business Ethics

Suppliers should uphold the highest standards of integrity and operate honestly and equitably throughout the supply chain.

Suppliers should implement a management system for business ethics that includes the following:

- **Anti-Money Laundering:** Suppliers must not facilitate, tolerate, or support money laundering. Suppliers should report any suspicious transactions and be alert for signs of money laundering.

- **Anti-Corruption:** At Joyson Safety Systems, we believe that all forms of bribery and other corrupt practices are an inappropriate way to conduct business regardless of local customs. We do not pay or accept bribes, kickbacks, or facilitation payments, at any time for any reason. Suppliers must not participate in or endorse any corrupt practices in whatever form, including offering or accepting bribes, excessive gifts or hospitality or facilitation payments to or from any party (private or government-affiliated). Our Suppliers must comply with all applicable anticorruption laws and to ensure compliance with all United Nations (UN) and Organization for Economic Co-operation and Development (OECD) conventions against corruption. Our Suppliers should further ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to any Joyson Safety Systems employees or related parties with the goal of securing an order award or any other form of preferential treatment in their business transactions.

- **Invitations and Gifts:** At Joyson Safety Systems, we do not accept or provide gifts, favors, or entertainment – even if it otherwise complies with our policies – if the intent is to improperly influence any decision. We expect our Suppliers to refrain from presenting any

invitations or gifts to our employees to gain any form of influence. Invitations or gifts extended to Joyson Safety Systems employees or related parties, if any, must be reasonable and suitable with a view to scope and design, i.e., they must be of low financial value, comply with applicable laws and regulations, and reflect ordinary local business customs. We also expect our suppliers to refrain from asking Joyson Safety Systems employees or related parties for any inappropriate advantages.

- **Preventing Conflicts of Interest:** In business dealings with us, we expect our Suppliers to make decisions based on objective criteria only. Suppliers shall not at any time consider any factors that might influence their decisions due to private, business or other conflicting interests, including but not limited to the interests of relatives and other related parties. Suppliers should ensure that their employees avoid and disclose situations where their financial or other interests' conflict with job responsibilities, or situations giving any appearance of impropriety.

- **Data Protection and Data Security:** Suppliers should comply with applicable data privacy laws and respect the privacy and civil liberties in respect of the collection, retention, use or dissemination, as well as any other processing of personal data.

- **Financial Responsibility/Accurate Records:** Suppliers must maintain internal controls to ensure that books and records relating to Joyson Safety Systems fully and accurately reflect our business and financial transactions and their underlying business purpose. Suppliers should perform their business dealings in a transparent manner and accurately reflect them in the companies' financial reports and filings. Suppliers should confirm an adequate financial reporting system control is in place.

- **Disclosure of Information:** Suppliers should disclose financial and non-financial information in accordance with applicable regulations and prevailing industry practices.

- **Counterfeit Parts:** Suppliers should minimize the risk of introducing counterfeit and/or diverted parts and materials into deliverable products and adhere to relevant technical regulations in the product design process.

- **Intellectual Property:** Suppliers should respect valid intellectual property rights.

- **Export Controls, Trade, and Economic Sanctions:** Suppliers must comply with applicable restrictions on the export or re-export of goods, software, services and technology, as well as with applicable trade sanctions restricting transactions involving certain countries, regions, companies or entities and individuals.

- **Grievance Mechanism:** Suppliers should establish an effective grievance mechanism in line with UN Guiding Principle 31 that allows workers, community members, and other third parties to report concerns related to health and safety, business ethics, human rights, or any other topic. The grievance mechanism should allow concerns to be raised anonymously, confidentially and without retaliation.
- **Prevention and Remediation:** Suppliers should take action to prevent adverse impacts to the environment and to people caused by their business activities. When their business activities cause or contribute to adverse environmental or social impacts, Suppliers should provide for or cooperate in remediation through legitimate processes.
- **Non-retaliation:** Suppliers should avoid any form of threats, intimidation, and physical or legal attacks against employees or other stakeholders, including those exercising their legal rights to freedom of expression, association, peaceful assembly and protest against their business activities.
- **Cyber Security:** Suppliers should establish end-to-end cybersecurity measurements to protect critical systems and sensitive information from digital attacks. Suppliers are also expected to maintain a comprehensive cybersecurity strategy, governed by best practices and modern key technologies such as automation, digitalization, advanced analytics, artificial intelligence (AI) and machine learning and to ensure adequate information security by preventing, detecting, and responding to attacks in an efficient manner. Suppliers must promptly notify Joyson Safety Systems in the event of any suspected cybersecurity incident and/or data breach.
- **Artificial Intelligence (AI):** Suppliers that use AI should develop and establish a reliable AI governance framework consisting of processes, methods, controls and supporting tools to drive greater confidence and transparency in the end-to-end lifecycle of AI. It is recommended to ensure traceability of the system's operation by automatic event logging capabilities throughout the entire life cycle.
- **Data Integrity:** Suppliers must ensure that products are designed, manufactured, tested and suitable for use based on data that is accurate, reliable, and complete. Product quality is a highest priority to Joyson Safety Systems, and data integrity is a fundamental

aspect of our Quality Management System. We expect our Suppliers to adhere to sound data integrity principles to ensure that data and records provided to Joyson Safety Systems is attributable, legible, contemporaneous, original, and accurate.

Suppliers must refrain from any conduct that calls into question the integrity of data provided to Joyson Safety Systems including data falsification, making unauthorized changes or substitutions to data, destroying, deleting, or overwriting data and to report any issue that impacts the integrity of our data (for example, errors, omissions, or intentional data manipulation). We expect our Suppliers to familiarize themselves with the Company's data integrity policies and adhere to the following Data Integrity Principles:

Data Integrity Principles

- Suppliers are responsible for ensuring that test data is (a) attributable, legible, contemporaneous, original, and accurate and (b) generated and acquired, recorded, reported, retained and disposed of in accordance with applicable law and the standards agreed with Joyson Safety Systems.
- Suppliers shall create and maintain attributable, legible, complete, consistent and accurate records of all tests, data values and data analyses and will not engage in any form of testing or data manipulation, including but not limited to the following: (a) intentionally report data values that are not the actual values obtained; (b) intentionally report the dates and times of data analyses that are not the actual dates and times of the data analyses; or (c) intentionally omit data values (in whole or in part) in reports.
- If a Supplier becomes aware of any non-authentic or inaccurate data reported to Joyson Safety Systems, Supplier must inform Joyson Safety Systems without undue delay after becoming aware of the issue.

Suppliers shall appropriately communicate these data integrity principles to and will ensure compliance with these data integrity principles by all employees and contract workers which fulfill the Supplier's contractual obligations towards Joyson Safety Systems.

• **Fair Business, Advertising and**

Competition: Standards of fair business, advertising, and competition are to be upheld. Suppliers should not enter into agreements or otherwise conduct business in a way that illegally or improperly restrains trade or restricts competition.

Environment

Suppliers must comply with all applicable environmental laws, regulations, and operating license and permit requirements. In addition, Suppliers should strive to improve their environmental performance and minimize the impact of their operations on the environment by setting targets and monitoring environmental performance indicators. This proactive approach to environmental responsibility should include environmental protection practices, conservation of natural resources and reduction of the overall environmental footprint of their operations and of their products throughout their life cycle.

Suppliers should implement an environmental management system that includes the following:

• **Carbon Neutrality: and Greenhouse Gas Emissions (GHG):** Suppliers should set science-based and time-bound emission reduction goals and renewable energy objectives that are aligned with the Paris Agreement and put in place measures that drive forward the decarbonization and reduction of GHG of the entire value chain. Where required by technical specifications, the environmental management system should enable reporting and verification of carbon emissions for specific products and raw materials (i.e., Product Carbon Footprint).

• **Energy Usage:** Suppliers should monitor and take steps to reduce their energy consumption. Suppliers should promote the use of renewable and alternative energy sources for their operations and for their shipping and logistics.

• **Water Quality, Consumption & Management:** Suppliers should minimize water consumption, effectively reuse and recycle water with responsible treatment of wastewater discharges and prevent potential impacts from flooding as a consequence of rainwater run-off, as required by and in accordance with applicable law.

• **Air Quality:** Suppliers should routinely monitor and disclose, appropriately control, minimize, and to the extent possible, eliminate emissions contributing to air pollution, as required by and in

accordance with applicable law. Suppliers should assess cumulative impacts of pollution sources at their facilities and mitigate their pollution levels accordingly.

• **Responsible Chemical Management:** Suppliers should identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. Companies should also be aware of any use of restricted substances in processes and finished products, and actively investigate suitable substitutes to maintain product and environmental stewardship. Chemicals, waste, and other materials posing a hazard to humans, or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

• **Circularity, Sustainable Resources, Waste Reduction, Reuse and Recycling:** Suppliers should promote closed loop systems by supporting the use of sustainable, renewable natural resources. Suppliers shall implement a systematic approach to identify, manage, reduce, reuse, recycle and, as last option, to responsibly dispose waste.

• **Animal Welfare:** Suppliers should respect the five animal freedoms formalized by the World Organization for Animal Health (OIE) concerning animal welfare. No animal should be raised and killed for the single purpose of being used in a product.

• **Biodiversity, Land Use and Deforestation:** Suppliers should protect ecosystems, especially key biodiversity areas, impacted by their operations and avoid illegal deforestation. For Suppliers of products containing high-risk materials, including but not limited to leather, wood, rubber, soy, and palm oil, Suppliers shall conduct due diligence to identify the source of the high-risk materials to ensure that the supply chain is deforestation-free.

• **Soil Quality:** Where appropriate, Suppliers should monitor and control their impact on soil quality to prevent soil erosion, nutrient degradation, subsidence and contamination

• **Noise Emissions:** Where appropriate, Suppliers should monitor and control the levels of industrial noise to avoid noise pollution.

• **Environmental Permits and Reporting:** Suppliers must obtain, maintain, and keep current all required environmental permits (e.g., discharge monitoring), approvals, and

registrations and shall follow all corresponding operational and reporting requirements.

Human Rights and Working Conditions

Suppliers must respect the human rights of workers, local communities and other relevant stakeholders. Suppliers must take steps to prevent and address adverse human rights impacts linked to their business activities, in accordance with the UN Guiding Principles on Business and Human Rights.

Suppliers should implement a management system for human rights and working conditions that includes the following:

- **Child Labor and Young Workers:** Suppliers must observe the minimum employment age in their business activities and throughout their supply chain in accordance with the ILO Minimum Age Convention and must ensure that child labor is not tolerated in any form.

- **Wages and Benefits:** Suppliers must provide their workers with remuneration (including compensation and benefits) in accordance with applicable law and prevailing industry practices. Such remuneration should be adequate to cover basic needs and enable a decent standard of living for the workers and their families, which includes respecting minimum wages, overtime compensation, medical leave and government-mandated benefits.

- **Working Hours:** Suppliers must comply with local laws and collective bargaining agreements (where applicable) regarding working hours or should comply with the ILO Standards on Working Time in the absence of relevant local regulations. To the extent a company does have independent working standards that do not reference ILO standards, such company shall comply with ILO in the absence of local laws and collective bargaining agreements.

- **Modern Slavery:** Suppliers must ensure that all work is voluntary. Suppliers must prohibit and not tolerate any forms of forced, bonded, prison, or compulsory labor, including human trafficking. Suppliers, including their recruitment agencies and other labor providers, must not engage in nor tolerate restrictions on worker movement, withholding of worker wages, abusive working conditions, debt bondage, violence or any other kind of worker exploitation, intimidation, harassment or abuse.

- **Ethical Recruiting:** Suppliers, including their recruitment agencies and other labor providers, must not mislead or defraud potential workers about the nature of the work, ask workers to pay recruitment fees, and/or confiscate, destroy,

conceal, and/or deny access to worker passports and other government-issued identity documents. Workers must receive a written contract or employment notification at the start of their recruitment in a language well understood by them, stating in a truthful, clear manner their rights and responsibilities.

- **Freedom of Association and Collective Bargaining:** Suppliers should allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment. Companies should respect worker rights to associate freely, to join or not join labor unions, bargain collectively, seek representation and join workers' councils.

- **Non-Discrimination and Harassment:** Suppliers should not tolerate any form of discrimination or harassment in respect of employment and occupation and should provide equal employment opportunities regardless of worker or applicant characteristics such as age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status.

- **Women's Rights:** Suppliers should provide equal opportunity in employment, from recruiting and hiring to work placement, compensation, training, and retirement.

- **Diversity, Equity, and Inclusion:** Suppliers should develop and promote inclusive cultures where diversity is valued and celebrated, and everyone is able to contribute fully and reach their full potential. Suppliers should encourage diversity in all levels of their workforce and leadership, including boards of directors.

- **Rights of Minorities and Indigenous Peoples:** Suppliers should respect the rights of local communities to decent living conditions; education, employment, social activities; and the right to Free, Prior, and informed Consent (FPIC) to developments that affect them and the lands on which they live, with particular consideration for the presence of vulnerable groups.

- **Land Rights and Forced Eviction:** Suppliers should avoid forced eviction and the deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters.

- **Private or Public Security Forces:** Suppliers should not commission or use private or public security forces to protect the business project if, due to a lack of training or control on the part of the company, the deployment of the security forces may lead to violations of human rights.

Where use of security forces is required, Suppliers must take steps to ensure that security providers follow recognized international standards embodied in the Voluntary Principles on Security and Human Rights.

Health and Safety

Suppliers must provide workers a safe and healthy working environment that meets or exceeds applicable local laws and industry standards for safety and occupational health.

Suppliers should implement a management system for a safe and healthy working environment that includes the following:

- **Workspace:** Suppliers should provide a working environment that meets or exceeds local and national safety, occupational health, and fire safety legislation, in addition to encouraging remote workers to understand and apply best practices.
- **Personal Protective Equipment:** Where applicable, suppliers should provide their workforce with necessary Personal Protective Equipment (PPE) and ensure they understand how and when it needs to be applied.
- **Emergency Preparedness:** Suppliers should reduce the risk of occupational hazards and develop an emergency preparedness and response plan.
- **Incident and Accident Management:** Suppliers should implement hazard and risk analysis systems to minimize the potential for incidents or accidents at the workplace. An investigation system should drive to determine the root cause, and a corrective action system should ensure all permanent measures have been taken to minimize the chance of a recurrence.
- **Contractors:** Suppliers should properly manage the health and safety of contractors as part of a company's extended supply chain. Suppliers should coordinate their procurement processes to identify hazards and to assess and control risks arising from the contractor's business activity with the supplier, and the company's business activity that impacts the contractors' workers.
- **Road Traffic Safety:** All suppliers should adopt a systematic way of working with road safety. They should ensure commitment on all levels of the organization by establishing a policy on road traffic safety with clear targets for how to manage road traffic safety concerns within their direct control as well as within their sphere of influence. All suppliers should work towards tracking, understanding and managing

their Road Traffic Safety Footprint, i.e., injuries related to road traffic within their operations and those that occur within their supply chain, and to work systematically internally and with their supply chain partners to improve road safety impact. Suppliers should furthermore ensure compliance with all laws related to the transport of goods and materials supplied to Joyson Safety Systems.

Responsible Supply Chain Management

Suppliers should select business partners that comply with the practices of responsible business conduct and cascade the requirements of this Supplier Code along the supply chain.

Suppliers should implement a supplier management system that includes the following:

- **Due Diligence:** Suppliers should conduct due diligence on their direct suppliers and subcontractors in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct, promote transparency and traceability and use their best efforts to implement the ESG standards further along the supply chain, and cascade the Supplier Code throughout the supply chain. Upon request, Suppliers must provide information and materials regarding the supply chain of products supplied to Joyson Safety Systems sufficient to enable Joyson Safety Systems to complete its own inquiries and due diligence regarding the origin of parts and raw materials.
- **Responsible Sourcing of Raw Materials and Minerals:** Suppliers should responsibly source raw materials and minerals used in their products by developing a management system that promotes supply chain traceability and transparency, and by implementing due diligence measures in accordance with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Suppliers must comply with all applicable laws and regulations related to conflict minerals (tin, tantalum, tungsten, and gold) and undertake measures to prevent any conflict minerals from entering their supply chains. Suppliers must notify Joyson in writing immediately upon becoming aware that any products supplied to Joyson contain minerals that are not conflict-free, or that come from sanctioned areas or suppliers. Upon request, Suppliers must also complete a valid Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting Template (EMRT), and/or other templates as required by Joyson Safety Systems providing information on the supply chain up to the smelter of the minerals in question. Suppliers shall also

contractually require their supply base and sub-suppliers to comply with these obligations.

Compliance with the Code of Conduct

We expect our Suppliers to communicate the content of this Code of Conduct to all third parties they engage to fulfill their contractual obligations toward Joyson Safety Systems, to observe its principles when selecting subcontractors, and to ensure subcontractors and other third parties engaged by Suppliers comply with its requirements.

Joyson Safety Systems reserves the right to audit the Supplier's compliance with this Supplier Code in an appropriate manner. Any audit will be scheduled at business hours mutually agreed with the Supplier and by the Supplier providing an appropriate level of documentation which substantiates in a clear and transparent manner its adherence to this Supplier Code.

Any violation of the principles and requirements set out in this Joyson Safety Systems Supplier Code of Conduct will be regarded as a serious violation by the Supplier regarding its contractual obligations towards Joyson Safety Systems.

If Supplier is suspected of violating any of the principles or requirements laid out in the Joyson Safety Systems Supplier Code of Conduct (e.g., based on negative media reports or other information available to Joyson Safety Systems), Joyson Safety Systems reserves the right to request from the Supplier that all relevant information be disclosed.

If a supplier evidently fails to fulfill any of the principles or requirements set out in this Joyson Safety Systems Supplier Code of Conduct or refuses to pursue and implement measures for improving its sustainability performance, after having been given a reasonable period of time to remedy the failure, Joyson Safety Systems reserves the right to immediately terminate any or all contracts with the Supplier for cause.

Reporting Integrity and Compliance Issues to Joyson Safety Systems

At Joyson Safety Systems, acting with ethics and integrity is central to how we conduct our business. We set high standards for ethical behavior and expect our Suppliers to meet our standards and live

our Guiding Principles, even under the most challenging circumstances. We expect our Suppliers to be honest and transparent in conducting business and to have the courage to do what is right. Subject to any restrictions imposed by law, Suppliers are required to promptly inform Joyson Safety Systems of any concern related to the Supplier Code or the Joyson Safety Systems Code of Ethics and Business Conduct. To report a concern, Suppliers may contact their purchasing representative or make a report via the Joyson Safety Systems Compliance Hotline.

The Joyson Safety Systems Compliance Hotline is a service run by independent third-party providers of corporate compliance services and gives Suppliers the opportunity to report integrity or compliance issues. Reports may be filed anonymously as permitted by law.

Suppliers may submit reports to the Compliance Hotline via the methods below:

(1) Toll Free Line: (555)123-1234

(2) Website: www.jss-speakup.com

(3) Email:

Americas:

SpeakUpAmericas@joysonsafety.com

China:

SpeakUpChina@joysonsafety.com

EMEA:

SpeakUpEMEA@joysonsafety.com

Japan:

SpeakUpJapan@joysonsafety.com

Other Asian countries (excluding China and Japan):

SpeakUpROA@joysonsafety.com

(4) QR Code:



Individuals filing reports can remain anonymous, as permitted by law.

References and Resources for Suppliers

Key Standards:

- Automotive Industry Action Group (AIAG) and Drive Sustainability [Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain](#)
- United Nations:
 - [UN Global Compact](#)
 - [UN Guiding Principles on Business and Human Rights](#)
 - [UN Guiding Principle 31](#) (provides guidance on grievance mechanism)
- OECD:
 - [OECD Guidelines for Multinational Enterprises](#)
 - [Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas](#)
 - [Due Diligence Guidance for Responsible Business Conduct](#)
- Responsible Business Alliance:
 - [RBA Code of Conduct](#)

Topic-Specific Guidance:

- Management Systems:
 - [ISO guidance](#) on management systems
- Environmental standards:
 - [Rio Declaration](#)
 - [Paris Agreement](#)
- Labor Rights:
 - [ILO Declaration on Fundamental Principles and Rights at Work](#)
 - [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)
 - [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)
 - [Forced Labour Convention, 1930 \(No. 29\) – \(and its 2014 Protocol\)](#)
 - [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#)
 - [Minimum Age Convention, 1973 \(No. 138\)](#)
 - [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)
 - [Equal Remuneration Convention, 1951 \(No. 100\)](#)
 - [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)
- Conflict Minerals:
 - [EU-Directive on Conflict Minerals](#)
 - [The Dodd-Frank Act](#)
 - [Conflict Minerals](#) and [Extended Minerals](#) Reporting Templates

Revision History

Revision:	Revision Date:	Description of Change	Reviewed by:	Process Owner Name:
001	23 MAR 2021	Initial release. Replaces JSS- GLOBAL-PR-PL-0001	E. Uttermohlen	Velat Oezkilinc
002	12 APR 2021	Administrative Change- Update link to JSS Code of Conduct	E. Uttermohlen	Velat Oezkilinc
003	09 JAN 2024	<i>Harmonization with CLEPA Code of Conduct; updates to address new regulatory and customer requirements related to sustainability and related JSS sustainability targets and goals</i>	<i>Members of the Global Sustainability Committee, V. Newman</i>	Wang Yu

