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## SUPPLIER CODE OF CONDUCT

### STATEMENT

At Jones Healthcare Group (JHG), we manufacture advanced packaging that helps enable good health and wellness. We recognize and embrace our responsibilities to the sustainability of the environment and our society, in our pursuit of the financial sustainability of our business. We define sustainability as ensuring we are responsibly making use of financial, human, and environmental resources so as not to compromise any one of them during the operation of our business. We recognize the need for ongoing sustainable development, by optimizing our business in line with the significant environmental and social challenges we face as a society. We aspire to drive positive impact by creating shared value for all of our stakeholders including our shareholders, colleagues, customers, consumers, business partners, suppliers, industry associations, regulators and the communities in which we operate. JHG believes that the long-term economic wellbeing of our company and its stakeholders, requires that our procurement practices identify risk and minimize negative impacts in the following areas:

- **Environment:** climate, water, waste, and product lifecycle
- **Society:** health, safety, labour, human rights, and ethics

### COMPLIANCE

Through dialogue with our suppliers, we aim to continuously improve business conduct and to discover our suppliers' unique competences that contribute to environment and society. We require our suppliers to acknowledge and agree to act in alignment with JHG's values, principles, policies and standards, and act consistently with this Supplier Code of Conduct. We expect suppliers to use a proactive approach in establishing and maintaining the standards set forth in this Code. We expect our suppliers to develop control mechanisms which are in line with the size and complexity of their business. At minimum, we expect our suppliers to:

- Conduct business in a responsible manner covering the requirements set out in this Code.

- Adhere to relevant laws and regulations.
- Strive for continuous improvement.

## **NON-ADHERENCE**

We reserve the right to terminate any agreement with any supplier that cannot demonstrate compliance with this Code.

## **WHISTLEBLOWING PROCEDURE**

Suppliers are required to alert their contracting authority as soon as they are made aware that they may not be in compliance with the code. We encourage our suppliers to provide their stakeholders with access to a mechanism to raise concerns relating to (suspicion of) a breach of this Code, or regulations. Employees who raise concerns in good faith should be protected from retaliation. Suppliers or suppliers' employees who wish to raise a concern regarding a (suspicion of a) violation should contact their contracting authority at JHG.

## **STANDARDS**

- Suppliers do not use forced labor or child labor either directly or indirectly. Suppliers shall adhere to the minimum employment age limit defined by national law or regulation and shall comply with relevant International Labor Organization (ILO) standards, such as Convention 138 (Minimum Age) and Convention 182 (Worst Forms of Child Labor).
- Suppliers will ensure that all their interactions with their workers uphold the principles of dignity and respect. Physical, sexual, verbal harassment and/or violence, bullying, teasing or other aggressive behaviour are strictly prohibited. Suppliers are expected to foster and encourage a positive, harmonious, and professional work environment in their interactions with their workers and all stakeholders.
- Suppliers implement strict policies with the aim of creating an incident- and injury-free work environment and of preventing the occurrence of occupational illness and health problems associated with its activities. At all levels, Suppliers play an active role in identifying and rectifying unsafe situations. OHSAS18001 / ISO45001/ MSHA or a comparable certification are deemed sufficient.
- Suppliers must conduct business in an environmentally responsible way, this includes but is not restricted to managing hazardous materials, material disposal, resource efficiency, wastewater and solid waste. Suppliers should strive to have an Environmental Management System in place that complies

with ISO14001 or equivalent.

- Suppliers acknowledge that they play a key role in advancing JHG’s environmental objectives. Suppliers should aim to offer or provide goods and services that have a lesser or reduced impact on the environment. Key environmental considerations include: reduction of greenhouse gas emissions, improved energy efficiency, use of renewable resources, recyclability, materials with recycled content, waste reduction, and reduction of hazardous waste.
- Suppliers protect all confidential information provided by JHG and its respective business partners, by putting in place appropriate measures to prevent disclosure or unauthorized use. We expect our suppliers to respect intellectual property rights, including those of JHG.
- Suppliers must ensure adequate technical and organizational protection measures in regard to information security and cyber security.
- Suppliers are required to establish a business that operates ethically with integrity. The Supplier must have zero tolerance for bribery and corruption, full disclosure of information and intellectual property, fair business and responsible sourcing.
- Supplier must ensure that their sourcing of goods and services in no way directly or indirectly results in non-compliance with this Supplier Code of Conduct, and that their own Suppliers and Sub-Contractors conduct business in compliance with all applicable laws and consistently with this Supplier Code of Conduct.
- Supplier must commit to developing a remediation plan with realistic timeframes to close-out issues and communicate that plan to JHG when noncompliance has been identified.

## **DECLARATION OF COMPLIANCE**

**I hereby declare that I have read and understood JHG’s Supplier’s Code of Conduct and will fully comply with the expectations set forth in this document. I accept responsibility to report exceptions thereon to JHG.**

**IN WITNESS WHEREOF, the undersigned have caused this Supplier Code of Conduct to be executed by their authorized officers.**

Supplier: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_