

Code of Conduct

This Code of Conduct defines the principles of ethics, integrity and regulatory compliance, that must guide the activities of all employees, executives and partners of the JGI Group. Every person associated with our activities must follow these rules to promote a culture of excellence and responsibility, enabling a lasting success of our company.

I - Environment

- *Respect for the environment:*

We are committed to conducting our activities in an environmentally responsible manner, complying with applicable standards and regulations. As a global player in the circular economy, we are dedicated to an environmentally friendly approach and are willing to go beyond environmental regulations whenever possible. We strive to reduce our environmental and climate impact.

II – Social and Human Rights

- *Fundamental Human rights:*

The JGI Group is committed to supporting and respecting fundamental human rights in all its operations, and expects its business partners to do the same. The guarantee of having these fundamental rights is an essential condition to which everyone can aspire.

We comply with the United Nations Guiding Principles on Business and Human Rights, and integrate them into this Code of Conduct and our business practices.

- *Prohibition of Child labor and Forced labor:*

We do not tolerate child labor and will take appropriate measures in the event of suspected child labor or abuse by any of our suppliers, customers, partners or any other third party with whom we do business. Similarly, we reject any form of human trafficking, forced labor or slavery, whether within our own organization or by our business partners.

- *Health and Safety:*

Health and safety at work are essential to the JGI Group. We are committed to doing our best to provide a healthy and safe working environment for all our employees and have a goal of zero workplace accidents and continuous improvement. Every employee must know and follow the health and safety rules in their workspace.

Everyone must promote health and safety within the company, as well as in business relationships.

- *Quality:*

We are committed to offering high-quality and durable products and services that meet safety and labeling standards. We strive to maintain a high level of customer satisfaction.

- *Diversity and Non-Discrimination Policy:*

The JGI Group values and promotes diversity among its employees. As both an employer and a contractor, we are committed to treating all individuals fairly, with respect and dignity, without discrimination based on so-called "protected" criteria: race, skin color, nationality, ancestry, national or ethnic origin, language, gender, religious, philosophical or political beliefs, age, sexual orientation, marital status, health status, disability, birth, wealth, physical or genetic features...

- *Non-Harassment Policy:*

It is everyone's responsibility to treat others with respect. Harassment, intimidation, or any other inappropriate behavior in the workplace will not be tolerated. Any such behavior must be reported to management so that measures can be taken to address it.

III – Ethics

- *Integrity and Ethics:*

We expect everyone acting on behalf of the JGI Group to act with integrity, kindness, honesty, and ethics in all business transactions and interactions.

- *Legal Compliance:*

We require strict compliance with the laws, regulations, and standards applicable in all jurisdictions in which we operate. No business activity can justify overstepping applicable legal principles. In case of doubt, refer to management or the regulatory officer.

- *Conflicts of Interest:*

Employees must avoid any situation where their personal interests could interfere with those of the company and disclose any potential conflict of interest to management.

- *Protection of Confidential Information:*

All confidential information of the company, as well as that of our customers and partners, must be handled with the utmost care. It is strictly forbidden to disclose or use this information in an unauthorized or inappropriate manner. The same applies to the personal information of employees that can identify them, which is protected by law.

- *Anti-Fraud and Anti-Corruption:*

We adopt a zero-tolerance policy towards corruption in all its forms, including illicit, material, or non-material benefits. No employee, executive, or partner of the company acting on its behalf should offer, give, receive, or solicit a personal advantage that could directly or indirectly influence a business decision.

- *Money Laundering:*

We are very vigilant when executing or receiving money transfers, in order to comply with laws and regulations related to anti-money laundering and counter-terrorism financing.

- *Community Relations:*

We aspire to sustainable and socially responsible business practices. Our development must positively contribute to the local communities in which we operate and which provide us with the necessary workforce and infrastructure. We are committed to finding beneficial solutions for all by implementing effective mechanisms to manage complaints and respond quickly in case of any problem.

- *Stakeholder Relations:*

Interactions with customers, business partners, shareholders, competitors, and other stakeholders must be based on integrity, fairness, and mutual respect for agreements made.

We advocate a policy of continuous improvement. This involves ensuring the conditions of our material supply through control and audit mechanisms, such as "KYC" and "Due diligence" where applicable, to guarantee compliance with regulations throughout the value chain.

- *Competition and Anti-monopoly Laws:*

The JGI Group is committed to strictly complying with competition rules and anti-monopoly (or « antitrust ») laws applicable in the countries where it operates and avoiding any conduct that might be considered illegal.

IV – Sustainable Procurement

- *Supplier Selection:*

The JGI Group rigorously selects its suppliers, favoring those who adhere to the principles of environmental sustainability, respect for human rights and ethics, in order to maximize positive impacts on economic, social, and environmental levels. Thus, our suppliers must comply with the rules established in this Code of Conduct.

V – Rules and procedures

- *Training and Awareness:*

This Code of Conduct reflects the JGI Group's commitment to ethical, sustainable, and responsible business practices. We encourage all our teams to integrate these principles into their daily work to ensure the success and preserve the reputation of our company.

Through its integration procedure, the JGI Group's entities ensure complete communication and training on each point of its code of conduct. At the end of the training, a formal and explicit commitment from each new employee will be recorded. Regular awareness actions are also implemented.

- *Reporting Violations:*

We encourage all employees to report any ethical issues or potential violations of the Code of Conduct, either to management or via our [Confidential Reporting Form](#), in accordance with our [Whistleblower Policy](#).

- *Actions:*

Violations of the code of conduct may result in actions ranging from corrective measures to disciplinary sanctions, including dismissal for serious or non-serious misconduct.

- *Validation:*

This code of conduct is validated by the Executive Committee as of the 10th of December 2024.