



ALGEMEEN

Business Ethics Policy

JS COCOA expects and demands that all of its (temporary) employees at all levels within the company carry out their business and perform their duties to this ethical standard and in compliance with all relevant (legal) principles¹. This standard of behavior and performance is maintained in the company's dealings with (temporary) employees, customers, suppliers, and all other stakeholders. In addition, JS COCOA expects and demands that its suppliers, customers and other stakeholders work according to this ethical standard and relevant (legal) principles.

General Principles

JS COCOA and its (temporary) employees will at all times demonstrate integrity, truthfulness, and responsibility in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions. **JS COCOA** will conduct its business in a competent, fair, impartial, and efficient manner.

Health and Safety

JS COCOA is committed to providing a safe and healthy working environment for all of its (temporary) employees or externally hired staff on its site. There is a program of regular health and safety audits and safety training. **JS COCOA** applies its standards to all visitors to its site.

Environment

JS COCOA respects the environment and the need to protect it and minimize the impact its operations have on it. It is engaged in a continuous program of improvement on environmental issues (such as energy savings, deforestation, waste, waste water management, biodiversity) and opens itself to independent third party verification, inspection, and certification of its progress.

Equality, Diversity and Inclusion

JS COCOA is committed to encouraging equality, diversity and inclusion among its workforce with the aim of having a workforce representing all sections of society. **JS COCOA** (temporary) employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Important to us is the compliance with applicable law and relevant standards related to human rights, worker rights & conditions. Our (temporary) employees are offered a safe and healthy workplace in which they feel respected. **JS COCOA** will not tolerate any form of intimidation, (sexual) harassment and discrimination among its (temporary) employees as well as by its (temporary) employees to other individuals from external companies/organizations/institutions (s.a. suppliers, customers or other stakeholders).

Child labor

JS COCOA declares that it does not employ or will not employ any children, directly or indirectly, to perform work for **JS COCOA** under the age of sixteen (16) or eighteen (18) years of age in the event of dangerous work, which is contrary to the **JS COCOA** policy or to the relevant national and international laws and regulations.

Customers

JS COCOA will take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements. It will seek to build long term partnerships with its customers by being fair and straightforward in its dealings at all times. It will respect the confidentiality of any information it may obtain in relation to its customers.

Suppliers

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. **JS COCOA's** choice of suppliers will be made objectively.

Honesty and fairness will be paramount in **JS COCOA's** dealings with its suppliers.

¹ Amongst others OECD Due Diligence Guidance for Responsible Business Conduct

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Competitors

JS COCOA will build its reputation on the basis of its performance alone. It will compete vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.

Government, Regulators, and Legislators

JS COCOA will seek to comply with all international, national, and local legislation affecting its operations. It will strive to follow the best practice in corporate governance. It will meet its tax obligations.

Giving and Receiving Gifts and Entertainment

JS COCOA and its (temporary) employees will neither seek nor accept for themselves or others any gifts, favors, or entertainment without a legitimate purpose from any person or business organization that does or seeks to do business with, or is a competitor of **JS COCOA**. Gifts, favors, and entertainment may be given to others at the expense of **JS COCOA** as long as these are consistent with customary business practice and are not excessive in value.

Bribes and Corrupt Practice

JS COCOA does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. The policy makes it clear that any employee found to be involved in any kind of corrupt practice is likely to be immediately dismissed and may well have committed a criminal act which could lead to prosecution.

Suppliers, Customers and all other stakeholders

Through working with **JS COCOA**, you confirm you comply with the abovementioned.

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