



Original Date:

May 2017

Revision Date:

October 2021

General Purpose

It is the policy of JAC Products, Inc. to conduct business in a manner that demonstrates respect for all individuals with whom we work, the communities within which we work, and the global environment. In this policy, we identify the principles to be followed to produce the desired outcomes, and the policies and programs that support Sustainability and Social/Community Responsibility. Within this policy, “sustainability” means the explicit drive to ensure the long-term existence of our business, our suppliers’ businesses, our natural resources, the human talent necessary to provide the products and services we provide, the communities within we operate our business, and the intellectual property that serves as the primary source of value within our businesses.

Applicability

All JAC Products Employees, Supplier Partners, Other Key Business Partners

Policy Statement

The JAC Products Company is committed to pursuing the achievement of our vision and mission, and doing so in a manner that ensures our organization is:

- Recognized as good global citizens
- Supportive of a sustainable global environment
- Providing a safe, respectful, and engaging work environment to all employees
- Providing pay and benefits that are competitive and fair
- Minimizing our impact on the environment

To that end, it is our policy to conduct business according to the following principles:

1. All business is to be conducted within the laws of the communities where we conduct business.
2. The safety and health of employees is paramount and our work environment, systems, and processes are designed for the safety of all employees, our key partners, and the consumer who uses the products we design and manufacture.
3. All global employees are to be treated respectfully and encouraged to be fully engaged in the pursuit of continuous improvement and the achievement of our vision and mission.
4. All working conditions will meet or exceed applicable regulations.
5. All employees are provided with equal opportunity for training, development and advancement.
6. All suppliers will be treated with respect and fairness, and with support for their continuous improvement efforts.
7. Equal opportunity will be provided to all suppliers, and potential suppliers.
8. All business activities are undertaken with the goal of minimizing any negative impact to the environment, to recycle and repurpose when possible, and to continuously seek opportunities to use less materials and produce less waste. It is the goal of JAC Products to pursue opportunities to reduce GHG emissions, pursue sources of alternative / renewable energy and reduce waste.



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- 9. Employees are encouraged to donate their know-how and time in support of the communities where we conduct business.
- 10. We will allow and encourage feedback from any source that our execution of these principles is inconsistent and/or requires improvement.
- 11. We will seek to do business with suppliers who share our principles and who demonstrate this in their ongoing business processes.

Revision Date	Revision Initiator	Change Details
5/2017	M. Gallico	Policy Adoption
10/2021	J. Szozda	Policy Review / Restatement (no material changes/updates)