



Human Rights Policy

1.0 Introduction

Judco is committed to the highest standards of business and ethical behavior including compliance with all applicable laws and regulations, as well as company policies, practices and procedures. Judco respects internationally recognized Human Rights as established in the Universal Declaration on Human Rights and the International Labor Organization's Core Conventions.

In line with the UN Guiding Principles on Business and Human Rights, Judco recognizes the corporate responsibility to respect these principles and commit to 'know and show' this through on-going human rights due diligence. Furthermore, our efforts include ongoing robust engagement with our business and major supply chain partners to mitigate potential human rights impacts beyond our direct control.

Our support of internationally recognized Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities where we operate.

2.0 Policy Objectives

The objective of Judco's documented policies (as set out in Judco's Code of Conduct for Employees and Judco's Code of Conduct for Suppliers) is to provide an overview of expectations for employees and business partners.

In addition, the Human Rights policy exists to:

- 2.1 Inform employees, business partners and customers of Judco's commitment to human rights.
- 2.2 Establish Judco's commitment to 'know and show' its respect for human rights through on-going human rights due diligence.
- 2.3 Maintain Judco's high ethical standards.
- 2.4 Contribute to the realization of human rights globally.



3.0 Policy Scope

Judco's Human Rights Policy applies to all Judco employees, anyone doing business for or with Judco and others acting on Judco's behalf. This applies to all locations where Judco conducts business and to all company-sponsored events.

4.0 Definitions

Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, color, religion, language, or any other status.

5.0 Guidelines

Judco conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognized Human Rights.

- 5.1 All employment with Judco is voluntary. We do not use child or forced labor in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labor worldwide.
- 5.2 Judco abides by all laws and regulations regarding pay practices and the classification of employment according to job level and status.
- 5.3 We respect our employees' right to choose to join or not join a trade union, or to have recognized employee representation in accordance with local law.
- 5.4 Diversity is embraced at Judco. We recognize that a diverse mix of backgrounds, skills and experiences drives new ideas, products, and services and provides us with a sustained competitive advantage.
- 5.5 We believe everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class.
- 5.6 The Group Supply Chain Management System includes the requirement for all suppliers, vendors, contractors, consultants and agents to adhere to Judco's Labor standards and Code of Conduct policies. Judco prefers that all Group businesses are members of SEDEX, the Supplier Ethical Data Exchange, to ensure supplier compliance with Judco Codes of Conduct and principles.



In addition to this, Judco is committed to the following principles:

- 5.7 Judco respects all human rights.
- 5.8 Judco commits to conducting on-going human rights due diligence to assess and mitigate potential human rights infringements.
- 5.9 Judco expects those with whom it does business to respect all human rights.

6.0 Responsibility

The Human Rights policy is owned and maintained by Judco's Human Resources function. Human Resources is responsible for the creation, administration, updating and communication of the policy.

7.0 Compliance

Employees and suppliers are expected to comply with this and all applicable Judco policies. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination and referral to the appropriate authorities, where we have sound reason to believe that our partner organizations infringe Human Rights we reserve the right to cease those relationships as warranted.

Specific to this policy, employees and suppliers are expected to:

- 7.1 Never infringe on human rights.
- 7.2 Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

8.0 References

This policy reinforces other relevant policies including the No Child or Forced Labor policy, Diversity and Inclusion policy, Freedom of Association policy and Wage and Hour Practices policy. For further information regarding human rights, please refer to:

- Universal Declaration of Human Rights: <http://www.un.org/en/documents/udhr/>
- International Labor Organization's Core Conventions: <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>