

# JUICE SUPPLIER CODE OF CONDUCT (JSCOC)

SELF-ASSESSMENT FORM

Juice is a trustworthy company that always conducts all business with integrity and in compliance with applicable laws and regulations. The Juice Corporate Ethics Policy defines the values and basic convictions of the Juice Group (hereinafter referred to as Juice), which guide all regulations and behaviour within the Group. They are intended to serve as universal guidelines for employees, business partners and other stakeholders.

Juice's ethics policy consists of 11 principles in the areas of human rights, labour, the environment and anti-corruption. The German Supply Chain Duty of Care Act (LkSG), which came into force on 1 January 2023, is an important standard.

**The German Supply Chain Due Diligence Act** is intended to protect basic international human rights standards. The law aims to punish violations of human rights such as child labour, forced labour and discrimination, occupational health and safety, freedom of association and freedom of association, protection of minorities and fair pay. If environmental risks lead to human rights violations, air, water and soil pollution as well as the use of chemicals and pesticides, illegal deforestation or land grabbing are also included. Outside of human rights, environmental protection and sustainability have their own independent value, which is protected by Juice.

Juice certificates (among others): ISO 14001 Environmental Protection, ISO 50001 Energy Efficiency, ISO 19600/37301 Compliance Management, ISO 20400 Sustainable Procurement.

The JSCoC is based on the principles of internationally recognised standards for responsible corporate governance. These include

- the United Nations Global Compact (UNGC)
- the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)
- the labour and social standards of the International Labour Organisation (ILO).

# 1 CORPORATE ETHICS FOUNDATION

Maxim: Every regulation or action must be guided by the idea that it could be declared universally valid for the benefit of all.

Juice and its business partners...

- 1 ... always act in accordance with the principles of the Universal Declaration of Human Rights, protect their employees and regulate working conditions equally for all employees.
- 2 ... respect the legal freedom of organisation and association of employees.
- 3 ... reject all forms of exploitation, corruption, oppression and discrimination.
- 4 ... always prioritise the safety of customers and employees.
- 5 ... consistently pay wages in line with the market and regardless of gender, religion or origin.
- 6 ... actively minimise their consumption of resources and continuously reduce their energy requirements.
- 7 ... actively minimise and / or offset their greenhouse gas emissions.
- 8 ... actively implement the recycling of recyclable materials and the circular economy.
- 9 ... respect the environmental regulations in their countries of operation and those of their partners and fulfil all environmental requirements for products, packaging and logistics.
- 10 ... respect and protect the interests of minorities who are unable or insufficiently able to represent and assert their position.
- 11 ... can prove that they fulfil these requirements.

Juice suppliers, contract manufacturers, consultants and other business partners share this basic principle. When evaluating and assessing potential and existing suppliers, Juice applies this rationale as an assessment criterion.

## 2 SUPPLIER COMMITMENT

Juice's suppliers, contract manufacturers, consultants and other business partners shall adopt and apply these or equivalent principles. All suppliers and contractors must be familiar with the ethical principles in connection with internal working procedures, which include the following aspects:

- Laws and regulations of the countries in which the supplier operates must be respected and complied with.
- The principles described in the Juice Supplier Code of Conduct should be the minimum that suppliers apply in their relationships with their employees, business partners and other stakeholders.
- Suppliers must ensure the implementation of these requirements in their supply chain for their respective subcontractors.
- Suppliers shall have a system in place to ensure and verify compliance with the principles described in the JSCoC.

Cooperation with Juice requires that suppliers, contract manufacturers, consultants and other business partners fulfil the requirements of the Juice Supplier Code of Conduct and the guidelines on social, ecological and economic responsibility anchored therein on a permanent and sustainable basis.

Juice's Integrity & Compliance department is available to business partners as a point of contact for questions and suggestions regarding the Juice Supplier Code of Conduct.

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Kasernenstrasse 2  
8185 Bachenbülach  
Switzerland

Contact person: Christoph Erni (CEO)

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# SELF-DECLARATION

The undersigned company confirms a) compliance with the JSCoC or an equivalent standard and b) the correctness of the information in the following questionnaire.

**Company** *Please fill in*

**DUNS-Nr.** *Please fill in*

**Company size**                      Small (0 – 50)                      Medium (51 – 250)                      Large (>250)

**Address** *Please fill in*

**Telephone/fax** *Please fill in*

**Parent company** *Please enter name, address and size*

**Partner companies and suppliers** *Please fill in*  
*The JSCoC also applies to these companies*

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**Contact person (name and title)** *Please fill in*  
*This person is duly authorised to represent the company and to complete and sign this self-declaration.*

**E-mail address** *Please fill in*

**Telephone number** *Please fill in*

## I. COMPANY MANAGEMENT

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3
<b>1</b> You have adopted an ethics policy and/or a code of conduct and/or a document with comparable content to the JSCoC.				
<b>2</b> Which guidelines (OECD, ILO, LkSG, ...) did you use as a guide when drawing up the code of conduct or similar (question 1)?				
<b>3</b> How do you inform your employees about the existing Code of Conduct (training, intranet, ...)?				
<b>4</b> How do you enforce your Code of Conduct in your supply chain?				
<b>5</b> Do you have a procedure in place that enables your employees to anonymously report misconduct and violations of the principles or issues set out in this self-assessment (whistleblowing)?				

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.

\*\*\* Please enclose.

## II. WORKING ENVIRONMENT AND CONDITIONS

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3
1 You have taken measures to recognise and avoid health and safety risks for your employees.				
2 You comply with the laws and regulations regarding working conditions that apply in the country/countries in which you operate and follow the labour and social standards of the ILO (International Labour Organization).	<b>yes</b>		<b>no</b>	
3 The premises are adapted to the activities carried out there in accordance with the labour and social standards of the ILO (lighting, ventilation, safety equipment, toilets, clearly marked and easily accessible emergency exits, etc.).				
4 You have taken all necessary measures for the storage and handling of chemical substances that enable your employees to work safely in accordance with ILO standards.				
5 You comply with all applicable laws and regulations regarding the mandatory regular inspections of all your facilities (sites and machines) and can provide proof of such inspections.	<b>yes</b>		<b>no</b>	
6 There are established procedures for documenting and reviewing incidents (accidents, injuries) in your workplaces, allowing you to quickly initiate improvement and adjustment measures.				

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.

\*\*\* Please enclose.

### III. EMPLOYEE RIGHTS

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3
<b>1</b> You comply with all social laws and regulations on working hours, statutory minimum wages, paid holidays, overtime, etc. that apply in the country/countries in which you operate.	<b>yes</b>		<b>no</b>	
<b>2</b> Remuneration of employees is in line with the market and independent of gender, religion or origin.	<b>yes</b>		<b>no</b>	

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.

### IV. CHILD AND FORCED LABOUR

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3
<b>1</b> All your employees have reached the legal minimum working age. You also ensure that young employees who have not yet reached the age of 18 are not exposed to night work or overtime.	<b>yes</b>		<b>no</b>	
<b>2</b> All employees work voluntarily, without coercion and not under threat of punishment.	<b>yes</b>		<b>no</b>	

## V. FREEDOM OF ASSOCIATION

	not planned*	preparation scheduled**	already in preparation**	already exists***
<b>Points</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>

**1** Do you comply with all laws and regulations on the freedom of association of your employees?

**yes**

**no**

## VI. DISCRIMINATION

	not planned*	preparation scheduled**	already in preparation**	already exists***
<b>Points</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>

**1** All of your employees and applicants are treated in a non-discriminatory manner with respect to benefits, hiring practices, work assignments, retirement benefits, access to services, etc.

**yes**

**no**

**2** You take all reasonable disciplinary action against inappropriate sexually coercive behaviour, including obscene gestures, physical contact and language.

**yes**

**no**

Please specify.

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.



**VII. BUSINESS ETHICS (1)**

	not planned*	preparation scheduled**	already in preparation**	already exists***
<b>Points</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>

**1** You have policies and procedures in place to prevent, detect and eliminate corruption in your organisation.

**2** You have policies and procedures in place to prevent, detect and eliminate conflicts of interest in our organisation.

**3** A public official\* and/or a public organisation has shares and/or a financial interest in your company.

*\*Any person with public functions at local, regional, national or international level and/or member of a political organisation.*

If yes, please specify:

*\* If these measures are not planned, please give reasons*

*\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.*

*\*\*\* Please enclose.*

**VII. BUSINESS ETHICS (2)**

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3

**4** A representative of your company was/is a public official\* or has the ability to influence a public body.

*\*Any person with public responsibilities at local, regional, national or international level and/or member of a political organisation.*

If yes, please specify:

**5** You declare that your company has not been involved in any investigations, legal proceedings or other proceedings related to business ethics (corruption, conflicts of interest, tax evasion, etc.) in the last three years.

Should this nevertheless be the case, please indicate the context and the associated measures:

**6** Additional information that the company considers useful in connection with the business relationship with Juice Technology:

*\* If these measures are not planned, please give reasons*

*\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.*

*\*\*\* Please enclose.*

## VIII. ENVIRONMENT AND ENERGY

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3
<p><b>1</b> You comply with all environmental laws and regulations applicable in the country/countries in which you operate.</p>	<b>yes</b>		<b>no</b>	
<p><b>2</b> An environmental policy is in place to ensure legal compliance, continuous measurement and improvement of environmental activities.</p>				
<p><b>3</b> You have already taken environmental measures to reduce our environmental footprint.</p> <p>Please specify these measures:</p>				
<p><b>4</b> You have received certification from an independent organisation recognised by the regulatory authorities.</p> <p>Please specify: Which certifications are involved, or which certifications are to be obtained (with time period)?</p>				
<p><b>5</b> There is a concept/plan for actively reducing the total energy requirement with concrete measures.</p>				
<p><b>6</b> What percentage of the electricity requirement (all areas) is covered by renewable energies?</p>				
<p><b>7</b> Is the vehicle fleet being electrified or has this already been done?</p>				

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.

\*\*\* Please enclose.

Please enclose proof.

## IX. SUSTAINABLE PROCUREMENT

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3
1 Do you already have sustainability requirements for your suppliers (SCoC)?				
2 How do you inform your suppliers about the sustainability requirements?				
3 How do you check your suppliers' compliance with the sustainability requirements?				
4 How often do you review your suppliers' compliance with sustainability requirements?				
5 Does your company / group of companies consistently refrain from taking up land and harming the health of the local population in the procurement, production, transport and storage of raw materials, components and parts?	yes		no	
6 Does your company / group of companies consistently refrain from procuring and using tin, tantalum, tungsten and gold from conflict and high-risk areas?	yes		no	

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.

\*\*\* Please enclose.

**X. CSR REPORTING**

	not planned*	preparation scheduled**	already in preparation**	already exists***
Points	0	1	2	3

**1** Does your company have a person responsible for corporate social responsibility and for monitoring and implementing the associated measures?

**yes**

**no**

If yes, please add name, title and contact details:

**2** Does your company regularly publish a CSR / sustainability report?

**3** Does this report comply with one of the current reporting standards such as the GRI (or other globally recognised standards)?

**yes**

**no**

If yes, which one?

\* If these measures are not planned, please give reasons

\*\* If the item „Completion scheduled“ or „In preparation“ was selected, please add the target date of completion.

\*\*\* Please enclose.

The information collected in this self-disclosure will only be used as part of Juice's supplier assessment process.

By signing, the supplier certifies that:

- The person signing this self-declaration is authorised to do so
- The above information is correct and the supplier undertakes to comply with Juice's Supplier Code of Conduct

Date and place of signature

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For the SUPPLIER

Name of the signatory:

Signature:

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Kasernenstrasse 2  
8185 Bachenbülach  
Switzerland

Contact person: Christoph Erni (CEO)  
E-Mail: [info@juice.world](mailto:info@juice.world)