

CODE OF CONDUCT



Introduction

Welcome to JKS Products' Code of Conduct (CoC). This Code of Conduct has been prepared to ensure that JKS Products operates ethically and responsibly in all areas of its business. Our CoC is designed to guide and support all JKS employees, business partners and stakeholders to understand and adhere to the highest ethical standards we expect from everyone who joins the JKS Products community.

This Code is part of our commitment to ethical values and responsible business conduct. It reflects JKS's ambition to build trust among our customers, employees, stakeholders and the wider community in society. Our CoC Code covers a wide range of ethical principles and practices that are essential to JKS's success and reputation.

The purpose of this guideline is to provide clear guidelines on what we expect from everyone who represents JKS Products or its brand. This includes employees at all levels of the organization, business partners, subcontractors and others acting on behalf of JKS Products. Our CoC Code of Conduct helps ensure that everyone acts honestly, fairly and ethically in all situations.

This Code is not static, but will be updated as necessary to meet the changing requirements and ethical challenges of the business environment. Therefore, we encourage all members of the JKS Products community to actively participate in its development and improvement.

We thank everyone who dedicates themselves to following the principles of this Code and contributes to the flourishing of JKS's ethical values. JKS Products is most successful when we live together with these values and strive to make the world a better place for our business.

This Code serves as a reference point for everyone involved in JKS Products and allows us all to do our part to promote ethical and responsible business.



Guidelines for responsible business

JKS Products strives to conduct responsible business that respects people, society and the environment. This Code of Conduct (CoC) forms the basis of our sustainability work.

JKS sees responsible business as a prerequisite for sustainable development, which means that the current generation can meet their needs without compromising the ability of future generations to meet their needs. JKS supports the UN Sustainable Development Goals (SDGs) and contributes to this by working towards the selected Sustainable Development Goals.

Requirements - Own company

JKS acknowledges that our business can have potentially negative impacts on people, society and the environment. At the same time, we see the potential to contribute to the positive development of the supply chain. On this basis, we have compiled the following principles and criteria that guide our own business:

Responsible business

JKS Products conducts due diligence on responsible business conduct in relation to people, society and the environment to reduce, potentially prevent, negative impacts, and we strive to repair the damage. If the Supplier is liable for a negative impact/damage, the Supplier is also responsible for rectifying the matter.

Responsible sourcing

JKS Products considers responsible sourcing practices to be one of our most important tools for responsible business. JKS Products adapts our purchasing practices to strengthen, not weaken, our suppliers' ability to meet human, social and environmental requirements. We strive for sustainable supplier relationships with suppliers that demonstrate a particular willingness and ability to create positive development in the supply chain. JKS does not acquire the so-called conflict minerals (tin, tantalum, tungsten and gold).

Freedom of association and employee representation

JKS Products supports the right to freedom of association and other forms of democratically elected employee representation. We involve employee representatives and other relevant stakeholders in our responsible business operations.



Supplier development and partnership

In dialogue with our suppliers, we provide, where necessary, information or insights to help our suppliers comply with JKS Products' requirements for responsible business conduct. In this way, we lay the foundation for cooperation with suppliers who demonstrate the willingness and ability to work for the positive development of people, society and the environment in the supply chain.

Anti-corruption

JKS Products, including its employees, shall never offer or accept unlawful or inappropriate monetary gifts or other rewards to obtain private or business interests in its own interest or that of its customers, agents, or suppliers.

Countries affected by the trade boycott

JKS Products, including all our suppliers and partners, will avoid trading with partners operating in countries where a trade boycott has been imposed by the United Nations.

Requirements - Suppliers and partners

We expect our suppliers and partners to work purposefully and systematically to comply with our supplier policy, including our Code of Conduct, which covers basic human rights, labour rights, anti-corruption, animal welfare and the environment. At JKS Products' request, the supplier/partner must be able to document how they and any subcontractors act to comply with the instructions.



Code of Conduct

This Code of Conduct is based on UN and ILO conventions and defines minimum standards for companies with which JKS Products cooperates. When national laws and regulations deal with the same topics as these guidelines, the strictest requirements apply.

Conditions in the workplace

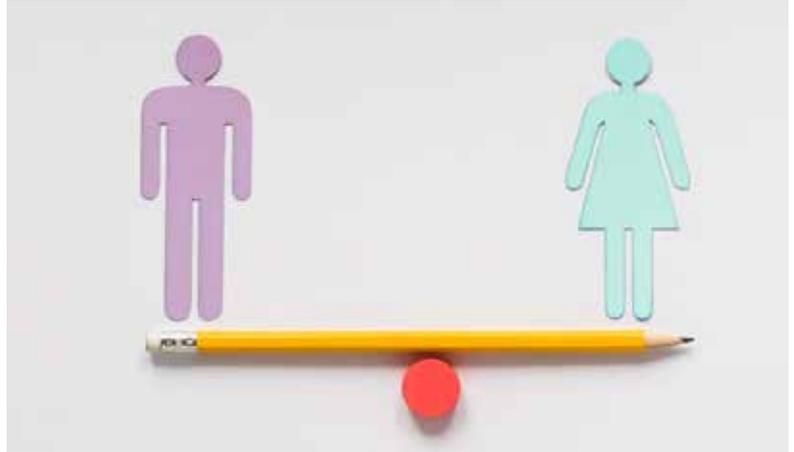
1. **Forced labour/slave labour**
ILO Conventions Nos 29 and 105
 - 1.1 No forced labor, slave labor or involuntary labor.
 - 1.2 Employees are not required to give any pledge or provide identification documents to the employer, and the employee has the right to resign from employment.
2. **Freedom of association and right to collective bargaining**
ILO Conventions Nos 87, 98, 135 and 154
 - 2.1 Workers invariably have the right to join or form a trade union of their choice and to bargain collectively. The employer may not interfere with or prevent the establishment of trade unions or collective bargaining.
 - 2.2 Workers' representatives must not be discriminated against and must be given the opportunity to perform their duties in the workplace.
 - 2.3 Where freedom of association and/or collective bargaining rights are restricted by law, the employer shall facilitate and not hinder the development of alternative forms of representation and negotiation of independent and free workers.
3. **Child labour**
United Nations Convention on the Rights of the Child, ILO Convention 79, ILO Recommendation 146
 - 3.1 The minimum age for employees must not be less than 15 years and must exceed the national minimum age for employment
 - 3.2 Child workers may not be recruited against the minimum age mentioned above
 - 3.3 Persons under the age of 18 may not perform work that is hazardous to health, safety, norms and values, including night work.

JKS Products Ltd

Rehutie 5, PL 67
84101 Ylivieska

web: www.jks-pro.fi
email: info@jks-pro.fi

VAT N:o FI21048425
tel: +358 440 124 184



4. Discrimination

ILO Conventions Nos 100, 111, 143, 158, 159, 169, 183, United Nations Convention on the Elimination of All Forms of Discrimination against Women

- 4.1 There shall be no discrimination in the workplace as regards employment, compensation, access to training, promotion, dismissal or retirement, or on the basis of ethnicity, caste, religion, age, disability, sex, marital status, sexual orientation, social background or trade union, political affiliation or membership.
- 4.2 Measures shall be taken to protect workers from sexual, harassing, abusive or exploitative action, as well as from discrimination or termination of employment on unjustified grounds, e.g. marriage, pregnancy, parenthood or HIV status.
- 4.3 All employees with the same experience and qualifications receive equal pay for equal work. The salary should reflect the level of education and skills.

5. Harsh or inhuman treatment and personal integrity

United Nations Covenant on Civil and Political Rights, Art. 7

- 5.1 Psychological or physical abuse, punishment, threats, sexual or other harassment and verbal abuse are prohibited.
- 5.2 All disciplinary proceedings shall be in writing and shall be explained orally to employees in a clear and comprehensible manner.
- 5.3 The collection and maintenance of data from subcontractors, customers and employees must be done with precautions to prevent data leaks and third party access. Personal data is always processed with respect for personalisation.
- 5.4 The working environment should provide satisfactory personal integrity. Solutions may vary, but examples may be cabinets for personal belongings and separate hygiene rooms for men and women.



6. Health and well-being

ILO Conventions 155 and ILO Recommendation 164

- 6.1 The working environment must be safe and hygienic, taking into account any special hazards.
- 6.2 Clear regulations and procedures must be established and followed in the field of health and safety at work, fire safety and emergency preparedness. A management representative must be appointed who is responsible for the health and safety of all employees. Systems must be set up to detect, avoid or respond to all potential threats to workers' health and safety.
- 6.3 Adequate measures shall be taken to prevent work-related, related or work-related accidents by minimising as far as possible the sources of danger to the working environment.
- 6.4 Occupational health and safety work is carried out in cooperation between management and employee representatives in order to achieve a long-term, safe and healthy workplace.
- 6.5 Workers shall receive regular and documented occupational health and safety training and the training shall be repeated for new or transferred workers.
- 6.6 Access to clean toilets and drinking water and all suitable food storage facilities must be provided.
- 6.7 There should be special protection and a safe working environment for vulnerable people, such as young people or pregnant workers.
- 6.8 Where necessary, effective personal protective equipment must be provided to all workers free of charge.
- 6.9 The employer must ensure that adequate medical assistance is available at the workplace, such as first aid equipment, first aid trained staff or access to a nurse or doctor.
- 6.10 If the employer provides accommodation, it should be in a clean, safe environment with adequate ventilation, clean sanitary facilities and clean drinking water.



7.Wages

ILO Conventions 26, 95, 131

- 7.1 You are entitled to a decent wage sufficient to ensure a decent living for yourself and your family, as well as to legal social benefits. The level of remuneration shall be at least in line with national legal standards or industry benchmarking standards adopted on the basis of collective bargaining, whichever is the highest. The salary should always be sufficient to cover basic needs, including discretionary income.
- 7.2 Before starting work, all employees must have a written and understandable contract that describes the salary terms and salary payment. Salaries must be paid on time, regularly and in legal currency.
- 7.3 As a disciplinary measure, salary deductions are not allowed.

8.Hours

ILO Conventions 1 and 14

- 8.1 Working hours must comply with national laws and industry reference standards and not more than prevailing international standards. Weekly working hours shall not regularly exceed 48 hours
- 8.2 Employees must be given at least one day off for each 7-day period.
- 8.3 Overtime is limited and voluntary. The overtime recommendation is no more than 12 hours per week, i.e. the total working week, including overtime, may not exceed 60 hours. Exceptions to this are accepted when they are regulated by a collective agreement.
- 8.4 Employees always receive overtime pay for all hours exceeding normal working hours (see 8.1 above), at least in accordance with the relevant legislation.

9.Regular employment

ILO Conventions 95, 158, 175, 177 and 181

- 9.1 Workers' obligations under international agreements, national laws and regulations with regard to regular employment relationships shall not be avoided through the use of short-term contracts (such as contract work, casual or day work), subcontractors or other employment relationships.
- 9.2 All employees have the right to an employment contract in a language they understand.
- 9.3 The duration and content of apprenticeship programmes must be clearly defined.
- 9.4 Employers should pay particular attention to workers having children, especially seasonal workers and migrant workers with children far away, so that these workers can combine work and parenthood.

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Conditions outside the workplace

11. Environment

- 11.1 Negative environmental impacts must be reduced throughout the value chain. In accordance with the precautionary principle, measures must be taken to continuously minimise greenhouse gas emissions and local pollution, the use of harmful chemicals and pesticides, and to ensure the sustainable extraction and management of water, oceans, forests and land resources and the conservation of natural resources.
- 11.2 National and international environmental legislation and regulations must be complied with and relevant emission permits must be obtained.

Ethical Business Practices

12. Bribery and corruption

- 12.1 Corruption will not be tolerated in any form, including bribery, extortion, firing, and improper private or professional benefits to customers, agents, contractors, suppliers or employees of any such party or government officials.
- 12.2 The employer must comply with all applicable anti-corruption laws and regulations and actively take steps to ensure that corruption does not occur in connection with business activities. The employer must also establish and comply with an anti-bribery/anti-corruption policy in all its activities.

13. Management/ management systems

- 13.1 Top management shall have a management system in place to ensure the fulfillment and functionality of the requirements of these ethical guidelines.
- 13.2 The management is responsible for the correct implementation and continuous improvement through corrective actions and periodic review of the Code of Conduct, as well as for communicating the requirements of the Code of Conduct to all employees.
- 13.3 The employer shall investigate, address, and respond to concerns raised by employees regarding compliance with the Employer Code and/or this Code of Conduct.
- 13.4 The employer shall establish or participate in effective complaint mechanisms at the operational level for individuals and entities that may be negatively affected. Such a complaints mechanism aims to safeguard the rights of workers or other persons concerned to appropriate treatment in the workplace. These complaint mechanisms do not replace the relevant legal systems, but they are a means of resolving conflicts in the workplace before they escalate.
- 13.5 The employer shall refrain from disciplining, dismissing, or discriminating against any employee who provides information regarding deviations from this Code of Conduct.

14. Inspections/Audits

- 14.1 JKS Products reserves the right to visit manufacturers/suppliers/partners who produce goods or otherwise cooperate with JKS. The purpose of the visits is to ensure that JKS's Code of Conduct for Responsible Business and its Code of Conduct are followed.
- 14.2 We do not accept the following from our suppliers/partners:
- Misrepresentation orally or in writing.
 - Offering or accepting bribes or participating in any other form of corruption.
 - Failure to correct deviations within the agreed time without a reasonable explanation.
- 14.3 All of the above cases provide sufficient grounds for terminating the business relationship with our suppliers/partners.

Sustainability contact person

Juho Kivijakola
Managing director
+358 44 3456 418
juho.kivijakola@jks-pro.fi

v 1.01 15.09.2023

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