Jolico Corporate Responsibility Statement
Supplier Code of Conduct

Introduction

Jolico / J-B Tool, Inc., acknowledges its social responsibility in the global marketplace. That responsibility demands adherence to principles that protect the well-being of employees throughout our Supply Chain. These principles span the areas of human rights, labor, the environment and anti-corruption and are accepted world-wide. The following principles are followed by Jolico and its Supply Chain worldwide. This documentation of Corporate Social Responsibility beliefs and expectations notifies every organization and individual in our Supply Chain that they must share in the adherence to these practices.

Human Rights

Jolico respects and supports compliance with the internationally accepted human rights. Jolico condemns all forms of forced and compulsory labor. Suppliers will not use forced or involuntary labor, whether bonded, prison or indentured, including debt servitude. Jolico supports the effective abolition of exploitative child labor. Suppliers will not employ individuals in violation of local mandatory school age or under the legal employment are in each country where they operate. Suppliers will uphold equal opportunities with respect to employment and will refrain from discrimination in any form unless national law expressly provides for selection according to specific criteria. Discrimination against employees based on gender, race, disability, origin, religion, age or sexual orientation is not acceptable. Suppliers will respect the right of all workers and all employers to from and join groups for the promotion and defense of the occupation interests. During organization campaigns the company and the executives will remain neutral; the trade unions and the company will comply with basic democratic principles, ensuring the employees ability to make a free decision.

Working Conditions

Jolico is opposed to all exploitative working conditions. Suppliers will ensure health and safety at the workplace to a level of no less that required by national legislation and supports the continuous improvement of working conditions. Suppliers will honor the right to reasonable compensation of a level no less than the legally established minimum-wage and the local job market, based on local laws and regulations. Within the scope of national legislation, suppliers will respect the principle of "equal pay for work of equal value." Suppliers will comply with national provisions and agreements regarding working hours and regular, paid holidays.

Environment

Jolico expects stewardship of our national resources. Jolico will support a precautionary approach to environmental challenges and participate in and encourage initiatives to promote greater environmental responsibility. Suppliers will comply with all applicable environmental laws and regulations and will promptly develop and implement plans or programs to correct any non-compliant practices.

Corruption and Ethics

Jolico will work against corruption in all its forms, including extortion and bribery. Jolico will not offer or take receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business, even in areas where it may be tolerated. Jolico strictly adheres to all local and applicable U.S. laws and regulations, including the Foreign Corrupt Practices Act and requires its suppliers to act in a similar manner.

Suppliers

Jolico expects its suppliers to introduce and implement equivalent principles in their own companies and their own supply chains. Suppliers must comply with all applicable laws and regulations. In this Supplier Code of Conduct "applicable laws and regulations" include national and local laws, rules, codes and regulations as well as applicable treaties. Jolico strongly encourages any supplier who feels pressured to violate the law of this Supplier Code of Conduct by a Jolico employee or another supplier to contact the management of Jolico immediately.