



Johs • Pedersen a/s 

SUPPLIER CODE OF CONDUCT

RESPONSIBILITY

Responsibility is a characteristic of Johannes Pedersen A/S. This also applies to our relationship with our suppliers. For our suppliers we identify three responsibilities: A responsibility toward the quality of the products delivered, a responsibility toward the people producing them, and a responsibility toward the communities in which the products are produced.

Acknowledging the importance of proximity we choose to include our suppliers in our efforts to fulfill the latter two responsibilities thereby hopefully inspiring them to become even more responsible acknowledging their autonomy. To achieve this we in this document specify what we expect from a JP Group supplier in addition to quality products. To be clear, compliance with these provisions is integral to our overall supplier evaluation.

At Johannes Pedersen A/S we adhere to the specified provisions and can therefore expect our suppliers to do the same. The provisions are neither meant to undermine nor to be used to undermine national labour inspectorates. Finally, the provision should not be used to lower standards in cases where suppliers exceed applicable laws and regulations concerning a given issue.



Martin B. Pedersen
Owner, CEO

JP Group Holding at a glance

JP Group Holding is the parent company of two subsidiaries. Johs. Pedersen engages in the development and production of automotive aftermarket spare parts as well as the development, production and assembly of complex transport related solutions and recently also production and assembly of electric vehicles. JP Group, one of the world's leading suppliers for the aftermarket and OEM producers, develops and sells automotive aftermarket spare parts.



QUESTIONS AND NON-COMPLIANCE REPORTING

For questions please contact your JP Group procurement contact. Non-compliance reporting may anonymously be directed to Bettina Gravgaard Jensen, executive assistant at bgj@jpgroup.dk.

SUPPLIER CODE OF CONDUCT

JP Group's suppliers are expected to comply with this "Supplier Code of Conduct".

Also, suppliers should work to secure that their suppliers and sub-contractors operate within the scope of this "Supplier Code of Conduct". Lastly, suppliers are expected to continuously improve performance on the provisions in this code of conduct.

BASIC HUMAN RIGHTS

JP Group will not knowingly deal with suppliers that violate basic human rights; for instance, discriminate or use forced labor in the workplace. Suppliers are expected to comply with applicable laws and regulations concerning basic human rights.

CHILD LABOR

JP Group will not knowingly deal with suppliers that use child labor. Suppliers must comply with applicable laws and regulations concerning child labor.

COMPENSATION AND WORKING HOURS

Suppliers are expected to comply with applicable laws and regulations concerning employee compensation and working hours. Also, suppliers are expected to embrace collective bargaining and union membership.

ENVIRONMENT

Suppliers are expected to continuously improve environmental protection and comply with applicable laws and regulations concerning the environmental protection.

FAIRNESS

JP Group and its employees will not engage in, accept nor facilitate bribery, kickbacks or other forms of improper payments compromising fairness in relations.

GIFTS

In cultures where it is custom JP Group and its employees are permitted to receive gifts of limited monetary value, the receipt of gifts shall not compromise the employee's decision making.

HEALTH AND SAFETY

Suppliers are expected to continually improve the occupational health and safety of its employees and comply with applicable laws and regulations concerning occupational safety and health.



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