

LETTER OF ETHICAL COMMITMENT

Dear Supplier,

In accordance with the **Integrated Management System for responsible business** and the **Social Responsibility Management System** under the international certification standard SA8000, JAKALA actively seeks and favors business partners who share its ethical standards regarding human rights, working conditions, environmental protection, and corporate integrity.

In particular, the Social Responsibility Management System requires companies to respect and ask their suppliers to comply with the following requirements:

1. **Child labor:** The employment of minors below the minimum age allowed by applicable laws is prohibited.
2. **Forced labor:** It is also prohibited, and workers cannot be required to surrender their documents or pay a sum of money as a condition for employment.
3. **Health and safety at work:** The company must comply with standards for a safe and healthy working environment, seek to prevent accidents, and, where possible, minimize inherent workplace hazards.
4. **Freedom of association and the right to collective bargaining:** The right to form or join a union of choice and to request a collective agreement must be guaranteed without retaliation or intimidation towards workers.
5. **Discrimination:** Discrimination based on race, caste, nationality, religion, disability, age, gender, sexual preferences, union or political affiliation must not occur.
6. **Disciplinary procedures:** Corporal punishment, physical and mental coercion, and insults towards workers are prohibited. Any disciplinary procedures must be conducted according to established rules known to the workers.
7. **Working hours:** Working hours must comply with current legislation. Workers must be guaranteed an adequate weekly rest period. Overtime must be limited and paid at a higher rate than the standard wage.
8. **Remuneration:** Wages must comply with legal minimums.

We appreciate your cooperation in adhering to these ethical principles and encourage you to inform us of any situations or issues that may arise in your business activities that conflict with the shared ethical principles.