



JustriteTM

Safety Group

*Start with the Essential*SM

Global Code of Conduct

The Justrite Way

**Organizational values that endure more than a
century of existence**

The Justrite Way: Global Code of Conduct

Contents:	Page:
• Justrite Core Values	4
• Doing business, the Justrite Way	4
• Your personal responsibilities	5
• Respect in our workplace	7
• Integrity in our marketplace	11
• Ethics in our business activities	14
• Responsibility to our shareholders	18
• Administering our code	22

**** DISCLAIMER****

THE PRINCIPLES IN THIS CODE OF CONDUCT DO NOT CONSTITUTE A CONTRACT OR AN AGREEMENT OTHER THAN EMPLOYMENT AT WILL. THE EMPLOYEE OR THE COMPANY MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME WITH OR WITHOUT NOTICE AND FOR NO REASON OR ANY REASON. NO AGREEMENT TO THE CONTRARY WILL BE VALID UNLESS SUCH AGREEMENT IS IN WRITING AND SIGNED BY THE PRESIDENT & CEO.

There's a reason that Justrite ("JSG") has been a thriving business for more than a century. We protect where the world works. JSG has partnered with organizations around the world to build a foundation of safety. It starts with investing in the right people that have the passion and commitment to delight our customers every day. Here at JSG, we don't use the word employee to define our people. Instead, we view one another on a more equal footing as *associates*. Every JSG associate brings a unique set of skills needed to win and retain customers profitably. It is vital that we share similar values so that we do this the right way, *The Justrite Way*.



Doing Business *The Justrite Way*:

At JSG, we believe acting ethically and responsibly is not only the right thing to do, but also the right thing to do for our business. Our JSG Global Code of Conduct is our roadmap and compass for doing business the right way. Put simply, you do business *The Justrite Way* when you act ethically and consistently with our Values, our Code, our policies and the law.

Each of us is expected to embrace the principles of our Code and:

- Show respect in the workplace
- Act with integrity in the marketplace
- Ensure ethics in our business relationships
- Perform work responsibly for our shareholder

Responsibility for Our Code

Our Code applies to every associate, affiliate, representative and our Board of Directors; it governs every business decision we make.

Our Code governs all our decisions and actions, whether in our offices, plants or warehouses, in the boardroom or in the field selling our products to customers

Our Code applies to:

- All JSG associates around the world
- Members of the JSG Board of Directors when they act in their capacity as directors
- JSG representatives and distributors

JSG's executive team is accountable for promoting, monitoring and enforcing our Code. However, the ultimate responsibility for following our Code and for maintaining JSG's culture of ethical excellence rests with each one of us individually.

The Justrite Way:

Your Personal Responsibilities:

Follow Our Code

All of your work must comply with our Code, our policies, and the law.

Our reputation for acting ethically and responsibly is built one decision at a time, every day, by each of us. Our Code, together with our Company policies, gives you the information you need to perform your job ethically. It is your responsibility to know and comply with the policies that apply to the work you do and the decisions you make.

In addition, as a global business, JSG is committed to complying with the laws of the countries in which we operate. Global laws and regulations are complex; however, following our Code and policies will help ensure your compliance with applicable local laws.

Lead by Example

Each of us, especially leaders and managers, must act with integrity and inspire trust.

While all associates are expected to act ethically, each manager at JSG has the increased responsibility of leading by example. We expect our leaders to serve as positive role models and inspire others to embrace our Code by:

- Rewarding integrity
- Encouraging ethical decision-making

- Creating an open work environment where team members feel comfortable raising concerns
- Preventing retaliation against those who speak up
- Seeking help in resolving and escalating issues when they arise

We rely on our managers to reinforce the principles of our Code and Values throughout all levels of our workforce.

Seek Guidance and Report Concerns

It is your responsibility to ask questions and raise concerns when compliance issues arise.

The Code, in its very nature, cannot describe every possible situation that you might encounter in your daily work. If you cannot find an answer in the Code, or if you have questions on how to interpret the Code, seek guidance. Likewise, if you are aware of something that may be a violation of our Code, our policies or the law, you should speak up and report it so it can be addressed.

You have several channels to seek guidance or make a report:

- Your immediate manager
- Next level manager
- Human Resources Department

To assist JSG in investigating your report, you are encouraged to communicate all the information you feel comfortable providing. To the extent possible, the information will be kept confidential, except as needed to conduct a full, fair investigation. What matters is what is being reported, not who reports it.

Non-Retaliation

You will not be retaliated against for raising concerns.

JSG is committed to protecting the rights of those individuals who report issues in good faith.

Our Company will not retaliate against a person who in good faith:

- Reports what he or she believes is a violation of our Code, our policies, or the law
- Raises a compliance question or seeks advice about a particular business practice, decision or action
- Cooperates in an investigation of a potential violation

Retaliation against an employee for reporting an issue in good faith is itself a violation of our Code. If you know or suspect that retaliation has occurred or is occurring, you should report it.

The Justrite Way

Respect in Our Workplace:

One of our Core Values is to respect others and succeed as a team. Our success can be achieved only when we treat everyone, both within and outside our Company, with respect. Respect and inclusion in our workplace along with accountability and collaborative teamwork, is how we accomplish our goals. This way every associate comes to work bringing their unique self and set of skills to perform every day.

Diversity and Inclusion

Each of us must respect the diversity, talents and abilities of others.

At JSG, we define “diversity” as all the unique characteristics that make up each of us: personalities, lifestyles, thought processes, work experiences, ethnicity, race, color, religion, gender, gender identity, sexual orientation, marital status, age, national origin, disability, veteran status, or other differences. We strive to attract, develop, and retain a workforce that is as diverse as the markets we serve, the communities in which we reside, and to ensure an inclusive work environment that embraces the powerful strength of our differences.

You play an important role in creating a work environment in which associates and business partners feel valued and respected for their contributions. You promote diversity and inclusion when you:

- Respect the diversity of each other’s talents, abilities and experiences
- Encourage and value the input of others
- Foster an inclusive atmosphere of openness, trust, and candor

We will better understand the needs of our customers and foster innovation if each of us embraces diversity and inclusion in all aspects of our business.

Human Rights

Always be alert to human rights violations.

JSG recognizes the importance of maintaining and promoting fundamental human rights in all our operations and throughout our supply chain. Our Values, Code, Talent sustainability strategies and employment policies work together to support the principles contained in the United Nation’s Universal Declaration of Human Rights and the international Labor

Organization Fundamental Principles and Labor Standards. We operate under programs and policies that:

- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Recognize associates' right to freedom of association
- Provide humane and safe working conditions
- Prohibit forced or child labor
- Promote a workplace free of discrimination and harassment
- Strictly prohibits human trafficking in all our operations and facilities, workers will not be subject to any form of forced, compulsory, bonded, or indentured labor

We expect our suppliers and business partners to uphold these principles as well. Our Supplier Code of Conduct and Supplier Assurance Program are tools we use to minimize the risk of human rights abuses throughout our supply chain.

Always check your actions to ensure that they do not violate or contradict any of the basic human rights principles noted above. If you suspect a human rights abuse within our operations or supply chain, report it.

Anti-Discrimination

You should never discriminate or deny equal opportunity.

Each of us should have the opportunity to reach our full potential and contribute to JSG's success. To accomplish this, you should never discriminate or treat associates or job applicants unfairly in matters that involve recruiting, hiring, training, promoting, compensation or any other term or condition of employment. These behaviors prevent us from embracing the inclusive work environment we strive to be in. Your employment decision regarding associates and applicants must always be based on merit, qualifications, and job-related performance, without regard to non-job-related characteristics such as:

- Race, color, ethnicity, or national origin
- Gender or gender identity
- Sexual orientation
- Age
- Religion
- Disability
- Veteran status
- Any other legally protected status

Making employment decisions based on any of these personal characteristics is always against our policies and is illegal under the laws of many countries. You must always act fairly and give qualified individuals the chance to develop their abilities and advance within our Company.

Anti-Harassment

You must not harass others in our workplace.

JSG seeks to provide a work environment that is free from harassment of any kind and/or any other offensive or disrespectful conduct. Our Company complies with all country and local laws prohibiting harassment in the workplace.

Harassment includes unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive, or hostile work environment. While the legal definition of harassment may vary by jurisdiction, we consider the following non-exhaustive list to be unacceptable behavior:

- Sexual harassment
- Offensive language or jokes
- Racial, ethnic, gender or religious slurs
- Degrading comments
- Intimidating or threatening behavior
- Showing hostility towards others because of individual characteristics

You should never act in a harassing manner or otherwise cause your co-workers or subordinates to feel uncomfortable in their work environment. It is important to remember that harassment, sexual or otherwise, is determined by your actions and how they impact others, regardless of your intentions. If you or someone else is the subject of discrimination or harassment, report it through the proper company channels.

Health and Safety

No matter where you work or what you do for our Company, you are expected to put safety first.

We are committed to safeguarding the health and safety of our associates, visitors, contractors, customers and communities. Our health and safety policies and procedures are designed to help you to work safely, whether at our facilities, in the marketplace or on the roadways.

You should always speak up and raise a concern if you:

- Are asked to do a task you consider unsafe
- Are asked to do a job you think you are not properly trained to perform and that may harm you or others
- See someone performing a task that you think is unsafe or that the person is not properly trained to do
- Suspect that a vehicle or piece of equipment is not operating properly and may be unsafe
- Observe or are made aware of an unsafe condition or a potential danger to yourself or others

Safety is everyone's responsibility-you must insist that work be performed safely, no matter what your job is.

Substance Abuse

You should not work under the influence of alcohol or drugs.

If you work under the influence of alcohol or drugs, you pose an unacceptable safety risk to yourself and others. Drugs may include illegal drugs, controlled substances or misused prescription medication. You are expected to perform your job duties free from the influence of any substance that could impair job performance. We therefore prohibit:

- Working under the influence of alcohol, illegal drugs or controlled substances on or off JSG premises
- Possessing, selling, using, transferring or distributing illegal drugs or controlled substances while working or on the premises
- Working while impaired by a lawful prescription medication or over-the-counter drug

If you have a drug or alcohol problem, you are encouraged to seek assistance. Contact Human Resources to learn of applicable assistance programs available to you.

Anti-Violence

You must never threaten anyone or display violent behavior in our workplace.

JSG's safety programs include a zero-tolerance policy for workplace violence. You are prohibited from engaging in any act that could cause another individual to feel threatened or unsafe. This includes verbal assaults, threats or any expressions of hostility, intimidation, aggression or hazing.

Our Company also prohibits the possession of weapons in the workplace. To the full extent permitted by local law, this prohibition extends to Company parking lots as well as our facilities. Our zero-tolerance policy for workplace violence applies to behavior on Company premises, as well as to the behavior of our employees engaged in JSG business anywhere in the world outside of our premises.

Speak up and report threats or potential violence immediately to location management or Human Resources.

The Justrite Way

Integrity in Our Marketplace:

You must always demonstrate integrity in our Marketplace.

We should treat all those in the marketplace with whom we come into contact, with fairness and integrity. This includes our customers who purchase and sell our products, representatives who support our selling activities to distributors and end customers, the communities we serve, as well as our competitors and suppliers. Underlying this commitment to integrity is our obligation to comply with all applicable laws wherever we do business.

Product Quality

You should never compromise product quality.

We are committed to producing high quality products. We maintain distributor and end customer trust by manufacturing, sourcing & reselling superior products. We are also committed to developing new products in an ethical and responsible manner, and to following applicable regulatory standards globally.

Our Customers

We must treat our customers fairly.

Integrity in the marketplace requires each of us to treat our customers ethically, fairly, and in compliance with all applicable laws. When dealing with our customers, you should always:

- Earn their business based on our superior products, customer service and competitive prices
- Present our services and products in an honest and forthright manner
- Avoid unfair or deceptive trade practices
- Communicate our sales programs clearly
- Deliver on your promises

Our programs with distributors and resellers must always reflect the importance and value we place on their business. All distributor agreements and trade programs should be in writing and conform to our policies.

Our Representatives & Suppliers

All interactions with our manufacturers' representatives and suppliers must meet our high ethical standards.

We hold reps and suppliers to the same standards of integrity to which we hold ourselves. An unethical or illegal act of a rep or supplier may hurt JSG's reputation as a world-class company and cause a loss of goodwill in the communities we serve. Therefore, all reps and suppliers must comply with our Rep & Supplier Code of Conduct as a condition of doing business with us. Our suppliers include any third-party vendor, consultant, contractor, service provider or supplier of raw materials, sub-assemblies or packaging materials.

If you are responsible for selecting a rep or supplier, you should base your decision on merit, quality of service and reputation.

Our Competitors

Always compete with integrity and follow applicable antitrust and competition laws.

JSG is committed to outperforming our competition legally and ethically within the framework of a free enterprise system. Therefore, you should:

- Never comment on competitors' products or services in an inaccurate or untruthful manner
- Only use legitimate means of obtaining competitive information
- Respect the confidential information and intellectual property rights of our competitors and other third parties
- Always comply with antitrust and competition laws

When dealing with competitors, you should never enter into any agreement, whether formal or informal, written or verbal, to set prices or other terms of sale, coordinate bids, allocate customers, sales territories, or product lines, or engage in any other activity that violates applicable antitrust or competition laws. You should never discuss such topics with a competitor, even in an informal setting such as a trade show or customer event.

It is also important to avoid activities that may appear to violate antitrust or competition laws. For example, all written communication referring to our competitors should be business appropriate in tone and refrain from language that could be construed as encouraging anti-competitive behavior.

Violations of anti-trust or competition laws may result in severe legal penalties for our Company and criminal charges for the individuals involved. Competition laws are complex and vary by country. For guidance, you should consult senior management. If you suspect an antitrust violation, report it.

Community Involvement

The Justrite Way core values align with investing in our local communities.

JSG's role in the communities it serves is guided by the principles of the Justrite Way. Our core values require us to protect and support those communities from which we work. You can help us invest in our local communities by hiring local people, protecting natural resources and partnering with local governments and community groups.

JSG is committed to delivering long-term profitable growth by investing in a healthier future for people and our planet. We operate based on the principle "what is good for business must also be good for society".

The Justrite Way

Ethics in Our Business Activities:

Our Code requires each of us to make ethical business decisions and to avoid conflicts of interest. Permitting corruption in our business activities is completely inconsistent with JSG's focus on doing business the right way. Our commitment to integrity extends to all our business relationships and to all interactions with government officials.

Conflicts of Interest

You should avoid a conflict, or an appearance of a conflict, between your personal interests and our Company's interests.

Our Company's conflict of interest policy is straightforward – we all have an obligation to always act in the best interest of our Company. Conflicts of interest may arise when you, a family member or a friend:

- Engage in activities that compete with, or appear to compete with, our Company's

interests

- Let your business decisions be influenced, or appear to be influenced, by personal or family interests or friendships
- Use Company property, information or resources for personal benefit or the benefit of others
- Hire, supervise or have a direct or indirect line of reporting to a family member or someone with whom you have a romantic relationship
- Have outside employment that negatively affects your job performance or interferes with JSG responsibilities
- Receive any personal or financial benefit from, have a financial interest in, provide services to or work for a supplier, customer or competitor or a company that seeks to do business with us.

You must disclose potential conflicts of interest to our Company.

If at any time in your employment you think that you may have a potential or actual conflict of interest, you have an obligation to disclose the conflict promptly to our Company. Many times, conflicts can be resolved by an open and honest discussion. Certain material conflicts may require the acknowledgement of your confidentiality obligations, reassignment of roles, or recusal from certain business decisions.

You must disclose any actual or potential conflict to JSG by checking with Human Resources or the JSG Chief Financial Officer to submit your circumstances.

Anti-Corruption

Your business decisions should never be influenced by corruption

Corrupt arrangements with customers, suppliers, agents, government officials or other third parties are strictly prohibited. "Corruption" generally refers to obtaining, or attempting to obtain a personal benefit or business advantage through improper or illegal means. Corruption may involve payments or the exchange of anything of value and includes the following activities:

- Bribery (bribery of a government official or commercial bribery)
- Extortion
- Kickbacks

Corrupt activities are not only a Code violation; they can also be a serious violation of criminal and civil anti-bribery and anti-corruption laws in various countries. Should you become aware

of any potential or actual corrupt arrangement, speak up and report it.

Anti-Bribery

You must comply with all anti-bribery laws.

No matter where in the world you work, there is an anti-bribery law or policy that applies to you. Most countries have anti-bribery laws that prohibit bribing government officials. Under some countries' laws, such as the United Kingdom's Bribery Act, bribing anyone (called "commercial bribery") is also a crime. In addition, all JSG Associates regardless of personal location or place of business must comply with the U.S. Foreign Corrupt Practices Act ("FCPA"). The FCPA makes bribery of government officials a crime and applies wherever JSG conducts business.

To comply with anti-bribery laws, no employee should ever offer, directly or indirectly, any form of gift, entertainment or anything of value to any government official or his or her representatives to:

- Obtain or retain business,
- Influence business decisions, or
- Secure an unfair advantage

These prohibitions apply to our business operations and to anyone acting on our behalf, including agents, consultants, suppliers and contractors. A "government official" includes a person who works for or is an agent of a government-owned or government-controlled entity. For purposes of anti-bribery laws, government officials include elected and appointed officers or employees of national, municipal or local governments (including individuals holding legislative, administrative and judicial positions), officials of political parties and candidates for political offices, and employees of a government or a state-controlled company.

Not all government payments are problematic. For example, payments may be made to a government entity in the normal course of business, such as to pay taxes or when the government entity is a customer or supplier. However, any payment to a specific government official is risky, particularly if the payment is discretionary.

All payments and gifts to, and entertainment of, government officials should be pre-approved by the Chief Financial Officer of JSG. The need for prior approval applies even if local law permits minimal "facilitating" payments to government officials to expedite or ensure routine actions - such as issuing licenses, permits or visas. All payments, both direct and indirect, made to government officials must be accurately recorded in our books and records.

If you are unsure whether you might be dealing with a government official or have any other questions on complying with anti-bribery laws, you should contact the Human Resource Manager, Chief Financial Officer or Chief Executive Officer of JSG for guidance. Always report any suspected bribery activity.

Anti-Money Laundering

If you suspect your customer or supplier is engaged in an illegal activity, report it.

JSG complies with all laws that prohibit money laundering or financing for illegal or illegitimate purposes. “Money laundering”, is the process by which persons or groups try to conceal the proceeds of illegal activities or try to make the sources of their illegal funds look legitimate.

You should always ensure that you are conducting business with reputable customers, for legitimate business purposes, with legitimate funds. Check for “red flags” such as requests from a potential customer or supplier for cash payments or other unusual payment terms. If you suspect money laundering activities, report it.

International Trade Controls

If you are involved in the import or export of goods, you must comply with trade regulations.

As a global company, JSG transfers goods across national borders. Our business transactions are subject to various trade controls and laws that regulate export and import, including:

- Government-imposed export controls, trade restrictions, trade embargoes, legal economic sanctions and boycotts
- Anti-boycott laws that prohibit companies from participating in or cooperating with an international boycott that is not approved or sanctioned by the U.S. government

If you are involved in the transfer of goods across national borders on behalf of our Company or our customers, you must comply with these laws, regardless of where you are located. If U.S. law conflicts with a local trade law, U.S. law may apply. Always consult with your direct manager, the Chief Financial Officer or the Chief Executive Officer of JSG for guidance.

Political Activities

You are prohibited from using Company resources for personal political activities.

JSG encourages its associates to participate in their communities, which may include political activities. However, you may not use Company funds or resources, or receive Company reimbursement, for personal political activities, including contributions to political candidates or parties. You should avoid even the appearance of doing so.

Business Gifts

Business gifts must be lawful, authorized and appropriate.

The practice of giving or receiving a customer's or supplier's business gift requires careful consideration by you and your manager. Before any gift is exchanged, you should determine if it is permitted under our Code and policies. Our Gifts Policy defines acceptable business gift practices.

You are prohibited from providing, offering, or receiving any gift that serves to, or appears to, inappropriately influence business decisions or gain an illegal unfair advantage.

However, under certain circumstances you may exchange business gifts that are intended to generate goodwill, provided:

- The gift has a legitimate business purpose, is of nominal value (generally under \$50 U.S. Dollars or its equivalent), and is infrequent
- The gift is not cash or a cash equivalent
- The gift is permitted under the laws that apply to the recipient and the recipient of the gift is authorized and permitted to accept the gift

“Business gifts” do not include Company-sponsored sales contests or incentive programs. In addition, business hospitality, including meals and entertainment, is not prohibited if the nature and frequency of the occasion is reasonable, the occasion involves the active conduct of Company business, and the business hospitality otherwise complies with our policies.

Gifts to government officials: You should be aware that giving or offering even a simple gift or meal to a government official can be illegal. You should consult with Human Resources or the Chief Financial Officer for added guidance on business gifts.

The Justrite Way

Responsibility to Our Shareholders:

Acting with responsibility and transparency goes hand-in-hand with protecting shareholder value. Each associate creates value for our shareholders by putting our Company's interests first, keeping accurate business records, and protecting and properly using Company resources, information and property.

Accurate Business Records

Your business records must be accurate and complete.

JSG's focus on speaking with truth and candor underscores our commitment to accuracy in our Company's books and records. Business records, including our financial statements, contracts

and agreements, must always be accurate and reflect a forthright presentation of the facts. No matter what type of document or how insignificant it might seem, the information contained in a business record must always be truthful and complete. Financial records must reflect all components of financial transactions and events. Likewise, all your transactions, no matter what the dollar amount, must be properly authorized, executed and recorded.

You are accountable for the accuracy of the business records that you handle in the normal course of business. You should never:

- Falsify, omit, misstate, alter or conceal any information or otherwise misrepresent the facts on a Company record
- Encourage or allow anyone else to compromise or otherwise misrepresent the facts on a Company record

If you notice an inaccuracy in a Company record, or a failure to follow our internal control processes, you must promptly report it.

Fraud

You should never compromise honesty and integrity by committing fraud.

You misuse Company resources, and commit fraud, when you intentionally conceal, alter, falsify or omit information for your benefit or the benefit of others. Fraud may be motivated by the opportunity to gain something of value (such as meeting a performance goal or obtaining a payment) or to avoid negative consequences (such as discipline). Examples of fraud include:

- Altering manufacturing numbers to meet productivity goals
- Presenting false medical information to obtain disability benefits
- Falsely reporting time worked to earn more pay or to avoid discipline for being late or absent from work
- Misrepresenting sales or donations of products to obtain unauthorized pricing for a customer
- Misstating financial information in our Company's books and records

You should also avoid the appearance of fraud. For example, never spend Company funds without proper approval. Similarly, never enter into an agreement on behalf of our Company unless you are authorized to do so.

Confidential Information

You must protect the confidential information of our Company and our business partners.

During your employment, you may acquire certain information about JSG, its customers, suppliers or business partners or another third party that is confidential, competitively sensitive and/or proprietary. You should assume that Company information is confidential or competitively sensitive unless you have a clear indication that JSG has publicly released the information.

Always take reasonable and necessary precautions to protect any confidential information relating to JSG or another company to which you have access. You should not disclose any confidential business information to anyone outside JSG, even to members of your own family, unless the disclosure is:

- Properly authorized
- In connection with a clearly defined, legitimate business need
- Subject to a written confidentiality agreement approved by JSG's legal partner

Even within our Company and among your co-workers, you must only share confidential information on a need-to-know basis.

Privacy

If you have access to personal information, keep it private and protected.

If you have access to personally identifiable data of our associates, Board of Directors, our suppliers, contractors or customers or the systems that maintain it, you must comply with all applicable policies and laws regarding the collection, use and disclosure of personally identifiable data. You should:

- Only access personal information for legitimate business purposes
- Securely store and dispose of personal information
- Transmit – securely via encryption – personal information only to authorized parties who are obligated to protect its confidentiality
- Promptly report any possible privacy breaches or security risks to the Law Department

Many countries have laws and directives that regulate the exchange of certain personal information of our employees across country borders. We abide by the privacy laws that are in effect in the countries in which we conduct business. Consult with the Human Resources Department if you are involved in a project in which you may be required to transfer personally identifiable information outside of its country of origin.

Examples of personal information that must be protected include residential addresses and non-business-related phone numbers, compensation information, performance records and

information relating to banking, leaves of absence and medical history.

External Communications

If you are contacted and asked to discuss Company business with any members of the press, investors or market analysts, you should politely advise the outside party that you are not authorized to discuss the subject and refer them to the CFO or President / CEO of JSG.

Similarly, when using social media, you should be clear that you do not speak on behalf of the Company. You should always:

- State that the materials and opinions you are posting are yours and not the Company's
- Take every possible precaution to ensure that you are not disclosing any confidential information about JSG
- Refrain from using any JSG or third-party logos or trademarks without express permission

When using social media, whether outside of or at work or in connection with your work, you should never represent or leave the impression that the views you express are the views of the Company.

Intellectual Property

Always use our trademarks and other intellectual property properly.

Our intellectual property is an invaluable asset that must be protected at all times. Intellectual property includes our trademarks, brands, logos, copyrights, inventions, patents and trade secrets. You should never allow a third party to use our trademarks or other intellectual property without proper authorization and a license agreement that has been approved by the Chief Executive Officer of JSG. Furthermore, our trademarks should never be used in a degrading, defamatory or otherwise offensive manner.

Our intellectual property also includes associates' work product. As a Company associate, any work you create, in whole or in part, in connection with your duties, and/or using Company time, resources or information, belongs to JSG. For example, inventions, ideas, discoveries, improvements, artwork, processes, designs, software or any other materials you may help create or author in connection with your work for our Company belongs to JSG. You should promptly disclose any invention related to our business, so that it may receive the same protection as other intellectual property of our Company.

E-mail, Internet, Information Systems & Social Media

You must use Company email and internet accounts responsibly and protect the security of our information systems.

Our information technology systems are a key component of our business operation and are provided for authorized business purposes. Your use of these systems must comply with our information Security Policy and Acceptable Use Standards. You may engage in reasonable incidental personal use of phone, email and the internet as long as such usage does not:

- Consume a large amount of time or resources
- Interfere with your work performance or that of others
- Involve illegal, sexually explicit, discriminatory or otherwise inappropriate material (including the use of social media)
- Relate to outside business interests
- Violate our Code or any Company policy

While it is generally not our practice to monitor associates' use of our information systems, JSG reserves the right to monitor, record, disclose, audit, and delete without prior notice the nature and content of an associate's activity using our Company's email, phone, voicemail, internet and other systems, to the extent permitted by local law.

To safeguard our information systems, you should never:

- Share your JSG system passwords with anyone
- Leave laptops or other mobile devices unattended while traveling or in an exposed location where they can be stolen
- Download unauthorized or unlicensed software on JSG computers

If you suspect a data breach or become aware of any situation in which data has been compromised, including the loss or theft of a laptop or handheld device, immediately report the situation to JSG's Information Technology Department.

The Justrite Way

Administering Our Code:

You may contact JSG's General Counsel with questions at any time.

- For general inquiries, contact JustriteComplianceandEthics@Justrite.com .



**ACKNOWLEDGEMENT OF RECEIPT
GLOBAL CODE OF CONDUCT**

I acknowledge I have received a copy of the Justrite Safety Group Global Code of Conduct and have read and understand this policy.

Associate Name (Print): _____

Associate Signature: _____

Date: _____