

JBT Standards

Human Rights Policy

Number:

G.411

Issued:

4/10/2023

Replaces:

NEW

Policy Statement/Objective

JBT is committed to meeting its responsibility to respect human rights. We believe that societies, economies, and businesses thrive when human rights are protected and respected.

Our policy is guided by the United Nations Universal Declaration of Human Rights.

Purpose

We recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions. Central to our respect for human rights are our core values of integrity and accountability. We commit to integrity in everything we do and accountability for compliance with rules and to conduct our business ethically.

Audience

Our Human Rights Policy applies to all JBT employees, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages.

Consequences

No reprisal or retaliatory action will be taken against anyone for raising legitimate concerns. We are committed to investigating and responding to such concerns in a prompt and responsible manner.

Escalation

If any employee, supplier or other business partner of JBT has a question regarding this Policy, please contact your JBT manager or representative, our Human Resources Department, or by calling 1-800-461-9330 or via www.jbthotline.com.

JBT's employees, suppliers and other third-party business partners should promptly report any violation of this Policy to a JBT manager or representative, our Human Resources Department by calling 1-800-461-9330 which is toll-free, confidential, anonymous and available 24/7 or online at www.jbthotline.com. A list of local access numbers for international callers is also available at www.jbthotline.com.

Procedures/Application

We work within a large, diverse value chain of business partners, suppliers and stakeholders. We recognize that each entity in this value chain has its own independent duty to respect human rights. We expect them to adhere to ethical business conduct consistent with our own. We are committed to working with our business partners and stakeholders to fulfill this common goal.

Consistent with the principles set forth in our [One JBT Guide to Ethical Conduct](#) and [Supplier Code of Conduct](#) we:

- Prohibit forced labor, child labor, discrimination, and harassment.
- Work to establish safe and healthy working conditions.
- Value diversity, minority and women’s rights and consider it core to our business strategy.
- Seek to compensate employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws.
- Respect the right to freedom of peaceful assembly and association.
- Commit to community and stakeholder engagement with respect to this Policy and our efforts to promote human rights; and
- Being a good corporate neighbor in the communities in which we operate.

Addressing human rights impact

As part of our commitment to respect human rights, we have established internal and external mechanisms to help identify, address and mitigate potential adverse human rights impacts that may be caused by our actions. Many of these mechanisms are integrated into our operations through established policies such as the [One JBT Guide to Ethical Conduct](#), our [Health, Safety & Environmental Management System](#), [Supplier Code of Conduct](#), our [Conflict Minerals policy](#) and our disclosures related to the [California Transparency in Supply Chains Act of 2010](#) and the [Modern Slavery Act 2015](#).

Roles and Responsibilities

The Governance and Sustainability Committee of our Board of Directors directs and oversees JBT’s position on matters of significance to the company and its stakeholders concerning environmental and social issues, including human rights.

Operational accountability rests with the Executive Vice President Supply Chain, supported by members of the Global Executive Team, including the Chief Executive Officer as well as the Executive Vice President, General Counsel and the Executive Vice President, Chief Human Resources.

Our policy will be reviewed at least annually to ensure it remains applicable and up to date. If our operations change significantly, the review could take place more frequently.