

JBT Standards

Harassment and Discrimination

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Policy Statement/Objective

John Bean Technologies Corporation and its subsidiaries are committed to conducting business with integrity and in a transparent manner. References to the “company” or “JBT” in this Policy include John Bean Technologies Corporation and its affiliates and subsidiaries.

JBT is committed to providing a workplace free from discrimination and harassment and believes that everyone is entitled to respectful treatment. Definitions of harassment and sexual harassment may vary from one country to another. In every place we do business, any type of harassment, coercion, or intimidation is strictly prohibited. JBT prohibits all forms of illegal discrimination against employees, applicants, contractors, or anyone doing business with the company.

Purpose

This policy outlines JBT’s expectations to uphold our high ethical standards by always treating each other with respect and by respecting each other’s differences. JBT fosters a work environment in which we all should feel welcomed and valued. We expect all JBT employees to treat each other with dignity and respect at all times. We encourage and value a culture of mutual respect, trust and open communication whereby all employees have an opportunity to be successful.

Audience

This policy is applicable to JBT officers, directors and employees, temporary employees, or contractors.

Discrimination: The unjust or prejudicial treatment of different categories of people as it relates to various protected status classifications as defined below. Discriminatory conduct can include taking actions based on a person’s protected status, such as not promoting someone due to their gender identity.

Harassment: Any unwelcome conduct that has the purpose or effect of creating an intimidating, offensive or hostile work environment. It can take many forms, including physical actions, spoken and written remarks, symbols and videos or pictures. Regardless of the form it takes, harassment negatively affects individual work performance and our workplace, and it will not be tolerated.

Protected Status: Protected status includes race or color; religion; sex; age; gender; disability; sexual orientation; national origin or ethnicity; marital and family status; veteran status; or any other characteristic protected by applicable law or regulation.

Procedures/Application

JBT strictly prohibits harassment against applicants and employees because of protected status, as defined above. Such behavior will not be tolerated.

Examples of harassment that will violate this Policy include, but are not limited to:

- Oral or written communications that contain offensive name-calling, jokes, slurs, negative stereotyping, or threats. This includes comments or jokes that are distasteful or targeted at individuals or groups based on protected status, as defined above.
- Nonverbal conduct, such as staring, leering or giving inappropriate gifts.
- Physical conduct, such as assault or unwanted touching.
- Visual images, such as offensive pictures, cartoons, drawings, or gestures.

Sexual harassment includes unwanted sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature when:

- Submission to such conduct is made a term or condition of employment; or
- Submission to, or rejection of such conduct, is used as a basis for employment decisions affecting the individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment includes various forms of offensive behavior. The following is a partial list and is not inclusive of all situations:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons or posters.
- Verbal conduct: making or using derogatory comments, epithets, slurs, sexually explicit jokes, comments of a sexual nature about an employee's body or dress.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, suggestive, or obscene letters, notes or invitations.
- Physical conduct: touching, assault, impeding or blocking movements.
- Other types of harassment prohibited by JBT's policy include:
 - Verbal threats, epithets, derogatory comments or slurs.
 - Display of derogatory posters, photographs, cartoons, drawings, or emails (whether such display is electronic, on one's computer or smartphone, or otherwise).

- Unwanted touching or blocking normal movement.
- Retaliation for making harassment reports or threatening to report harassment.

The procedures in this policy should be followed regardless of whether the harassing behavior is coming from an employee or a non-employee.

Roles & Responsibilities

JBT employees have a responsibility to foster a respectful and inclusive work environment. That means acting professionally and responsibly, reporting violations of this Policy and, if requested, cooperating in internal investigations.

If a supervisory or managerial employee becomes aware of harassment or discrimination in violation of this Policy, such employee must report such behavior to Human Resources immediately. Failure of a supervisory or managerial employee to report this behavior may result in corrective action, up to and including termination of employment.

Consequences

Employees who are found to have violated this Policy are subject to discipline, including but not limited to: coaching, training, a verbal warning, a written warning, or termination of employment.

Escalation

JBT maintains multiple escalation channels for raising questions or reporting concerns about actual or suspected violations of The One JBT Guide, JBT policies, or the law. Employees can reach out to:

- Your manager or designated JBT contact
- Any member of the employee's local or division management
- Any member of the Human Resources team
- Any member of the corporate management team
- Any member of the business function team with the appropriate expertise (e.g., Finance, Procurement)
- Any company attorney
- The JBT Hotline (www.jbthotline.com)

Nonretaliation

Retaliation is prohibited against any person by another employee or by JBT for in good faith using this complaint procedure reporting harassment or discrimination, or for filing, testifying, assisting, or participating in any manner in any investigation, proceeding, or hearing conducted by a governmental enforcement agency.

Please report any retaliation to:

- Your manager or your JBT contact
- Any member of your local or division management
- Any member of the Human Resources team
- Any member of the corporate management team
- Any company attorney

- The JBT Hotline

Any report of retaliatory conduct will be investigated in an appropriate and objective manner. If a report of retaliation is substantiated, appropriate corrective action, up to and including termination, will be taken.

Bad Faith Claims

JBT recognizes that bad faith or false accusations of discrimination or harassment can have a serious impact and requires that such reports not be made lightly or in circumstances which demonstrate bad faith. Employees that knowingly submit a false accusation or act in bad faith when making a report or participating in an investigation may be subject to disciplinary action, up to and including termination of employment.