

TAJCO is committed to the highest standards of social and ethical conduct. We require suppliers to operate in accordance with the principles in this TAJCO Supplier Code of Conduct (“Code”) and in full compliance with all applicable laws and regulations.



Labour and Human rights

Suppliers must uphold the highest standards of human rights in hiring and other employment practices, commit to a workplace free of harassment and abuse and not use any form of slavery, forced, or prison labor.

Prevention of Underage Labor

Neither TAJCO nor suppliers are allowed to employ or hire children under the age 16 or the applicable minimum legal age, whichever is higher.

Working Hours, Wages and Benefits

Suppliers must follow all applicable laws and regulations with respect to working hours and days of rest, and all overtime must be voluntary. Suppliers must ensure that all workers receive at least the legally mandated minimum wages and benefits. Suppliers must allow workers to associate with and join (or refrain from joining) unions and organizations of their choice, and bargain collectively.

Health, Safety and Environment Protection

Suppliers must provide and maintain a safe working environment and integrate sound health and safety management practices into its business. They must provide workers with reasonably accessible and clean toilet facilities and potable water. Provided dining, food preparation, and storage facilities must be sanitary. Suppliers must develop, implement, and maintain environmentally responsible business practices.

Ethics and Business Integrity

Suppliers must at all times always be ethical in every aspect of its business. They are obliged to desist from all illegal practices such as fraud or embezzlement, crimes in violation of competition, bribery, acceptance of bribes or other corruption crimes. Suppliers must undertake and covenant that its employees will not engage in any of activities, which might influence the fairness of transaction and fair competition.

In case any employee of TAJCO and/or his/her relatives asks for any cash or other benefits defined in this section, the Supplier or its employees must immediately report it to the TAJCO Whistle Blower System by sending an email to Tajco-Group-WB@junhe.com.

Company Statement

Suppliers must develop a company statement affirming its commitment to high standards of social and environmental responsibility, ethical conduct, and continuous improvement.

Suppliers must post this statement in the primary local language at all its facilities.

Suppliers must have processes to identify, understand, and implement applicable laws and regulations and requirements of this Code. Suppliers must maintain documents and records to ensure regulatory compliance.

Company Name

Date and Signature

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Name in capital letters