



STANDARDS

Human Rights Policy

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POLICY STATEMENT:

JBT Marel is committed to fulfilling its responsibility to respect human rights. We believe that societies, economies, and businesses thrive when human rights are protected and respected. Our Human Rights Policy ("Policy") is guided by the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization Conventions. This Policy is supported by the JBT Marel Guide to Ethical Conduct and Supplier Code of Conduct, which outline our commitment to the highest standards of ethical behavior and professionalism on social and environmental issues.

PURPOSE:

We recognize that governments have the primary responsibility for establishing the legal framework necessary to safeguard human rights within their jurisdictions. Central to our commitment to respect for human rights is our core value of serving with integrity. We commit to uphold integrity in all our actions, maintain accountability by complying with regulations, and conduct our business ethically.

SCOPE:

Our Human Rights Policy applies to all employees and officers working at JBT Marel Corporation, including all its subsidiaries worldwide. It also applies to contractors, suppliers, and other business partners, who are expected to adhere to the principles of this Policy when collaborating with and acting on behalf of JBT Marel, as reinforced by our Supplier Code of Conduct. Compliance with this Policy is the responsibility of JBT Marel management, employees, contractors, suppliers, and other business partners.

Consistent with the principles set forth in our JBT Marel Guide to Ethical Conduct, we:

- Prohibit forced labor, human trafficking, child labor, discrimination, and harassment;
- Work to establish and maintain safe and healthy working conditions;
- Value diversity, minority, and women's rights and consider it core to our business strategy;
- Seek to compensate employees fairly and 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 implementing and enforcing effective systems and controls to reduce the risk that slavery and human trafficking is taking place in our supply chains;
- Expect that workers in our supply chain receive fair wages;
- 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.

Our respect for human rights is not limited to these standards alone. In instances where national law and international human rights standards diverge, JBT Marel will adhere to national laws while striving to respect international human rights standards to the greatest extent possible.

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 JBT Marel Guide to Ethical Conduct, our Health, Safety & Environmental Policy Statement, 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:

Our Board of Directors directs and oversees JBT Marel's position on significant matters concerning environmental and social issues, including human rights, that affect the company and its stakeholders.

Operational accountability rests with the Executive Vice President Supply Chain and Operations Excellence, who is supported by members of the Executive Leadership Team, including the Chief Executive Officer as well as the Executive Vice President, Chief Legal Officer and the Executive Vice President, Chief Human Resources Officer.

ESCALATION:

JBT Marel's employees, contractors, suppliers, and other business partners are encouraged to speak up if they become aware of situations that are not aligned with this Policy. Speaking up is possible through the [JBT Marel Hotline](#), your local JBT Marel contact, or – for employees – your supervisor. No retaliatory action will be taken against anyone for raising legitimate human rights concerns. We are committed to investigating and responding to such concerns in a prompt and responsible manner.

REVIEWING AND REPORTING:

We report on our actions and progress on human rights in our annual sustainability report. This 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.

AUTHOR

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