



# **JMS SOUTHEAST, INCORPORATED**

Temperature Measurement [www.jms-se.com](http://www.jms-se.com)

## **JMS Corporate Social Responsibility Policy**

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

### **Scope**

This policy applies to JMS Southeast, Inc. (“JMS” or “We”). It may also refer to suppliers and partners.

### **Policy elements**

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company’s social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company’s commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

### **Compliance**

#### ***Legality***

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

#### ***Business ethics***

We’ll always conduct business with integrity and respect to human rights. We’ll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

**ISO 9001 Registered \* UL/DQS**

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### **Examples of Corporate Social Responsibility**

#### ***Protecting the environment***

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

#### ***Protecting people***

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

#### ***Human rights***

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

#### **Proactiveness**

##### ***Donations and aid***

Our company may preserve a budget to make monetary donations – such as the proceeds from our vending machine which are donated monthly to a charitable organization. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

##### ***Volunteering***

Our company will not require but expresses appreciation for employees who volunteer. JMS does not attempt to coerce its employees to support any particular charitable endeavor but appreciates volunteerism through programs organized externally. Our company may sponsor volunteering events from other organizations.

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### ***Preserving the environment***

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling, re-using and reducing usage of resources as appropriate
- Conserving energy
- Using environmentally-friendly technologies

### ***Supporting the community***

Our company may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors or customers for support of a 501(c)(3) nonprofit endeavor. It may provide support to nonprofit organizations or movements to promote cultural, health or economic development of local or global communities.

### ***Learning***

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates. We support the education of our employee's children through our scholarship program. We will pay for employee education and development as set out in our employee handbook.

Our company is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

  
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Mitch Johnson  
President  
JMS Southeast, Inc.

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