

# BSCI Code of Conduct

Our enterprise agrees to respect the following labour principles set out in the BSCI Code of Conduct.

## BSCI Principles



### THE RIGHTS OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our enterprise respects the right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining.



### NO DISCRIMINATION

Our enterprise provides equal opportunities and does not discriminate against workers.



### FAIR REMUNERATION

Our enterprise respects the right of workers to receive fair remuneration.



### DECENT WORKING HOURS

Our enterprise observes the law regarding hours of work.



### OCCUPATIONAL HEALTH AND SAFETY

Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



### NO CHILD LABOUR

Our enterprise does not hire any worker below the legal minimum age.



### SPECIAL PROTECTION FOR YOUNG WORKERS

Our enterprise provides special protection to any workers that are not yet adults.



### NO PRECARIOUS EMPLOYMENT

Our enterprise hires workers on the basis of documented contracts according to the law.



### NO BONDED LABOUR

Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.



### PROTECTION OF THE ENVIRONMENT

Our enterprise takes the necessary measures to avoid environmental degradation.



### ETHICAL BUSINESS BEHAVIOUR

Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.

## BSCI Approach



### CODE OBSERVANCE

Our enterprise is obliged to protect workers' rights as mandated by the law and the BSCI Code.



### SUPPLY CHAIN MANAGEMENT AND CASCADE EFFECT

Our enterprise uses the BSCI principles to influence other business partners.



### WORKERS' INVOLVEMENT AND PROTECTION

Our enterprise keeps workers informed about their rights and responsibilities.



### GRIEVANCE MECHANISM

Our enterprise provides a system to collect complaints and suggestions from employees.