

# BSCI Code of Conduct

Our enterprise agrees to respect the following principles to exercise human rights due diligence and environmental protection in as set out in the amfori BSCI Code of Conduct.

## amfori BSCI Principles

### **Social Management System and Cascade Effect**

Our enterprise endorses the amfori BSCI Code of Conduct Principles through all the functions of our company and embeds the principles in our system.

### **Workers Involvement and Protection**

Our enterprise informs all workers about their rights and responsibilities and protects workers in line with the aspirations of the amfori BSCI Code of Conduct.

### **The Rights of Freedom of Association and Collective Bargaining**

Our enterprise respects the right of workers to form and join trade unions –and bargain collectively.

### **No Discrimination, Violence or Harassment**

Our enterprise treats all workers with respect and dignity, ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace and does not discriminate against workers.

### **Fair Remuneration**

Our enterprise respects the right of workers to receive fair remuneration and works progressively towards the payment of a living wage.

### **Decent Working Hours**

Our enterprise observes the law regarding working hours and adheres to the international references for specific exceptions.

### **Occupational Health and Safety**

Our enterprise ensures a healthy and safe working environment, identifying potential and actual risks to the health and safety of workers and taking all necessary measures to eliminate and reduce them.

### **No Child Labour**

Our enterprise does not employ, directly or indirectly, any worker below the legal minimum age.

### **Special Protection for Young Workers**

Our enterprise provides special protection to young workers against conditions of work which are prejudicial to their health, safety, morals, and development.

### **No Precarious Employment**

Our enterprise does not engage in, or through business partners, complicit to, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour and adheres to international principles of responsible recruitment.

### **No Bonded, Forced Labour or Human Trafficking**

Our enterprise does not engage in, or through business partners, be complicit to, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, including state-imposed forced labour.

### **Protection of the Environment**

Our enterprise implements adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.

### **Ethical Business Behaviour**

Our enterprise does not take part in any act of corruption, extortion, or embezzlement, nor in any form of bribery.

## amfori BSCI Values

### **Code Observance**



### **Protection of Vulnerable Persons**



### **Grievance Mechanism**

