



## **Introduction**

As a sourcing company, we have a great responsibility to meet the increasing global demand for transparency within the upholding of human rights, social welfare and high environmental standards. Therefore, we expect all our suppliers to carefully go through and sign this Code of Conduct. It is our intention that the Code of Conduct will further improve the constructive dialogue with our suppliers within the field of Corporate Social Responsibility.

We not only require our suppliers to commit to the fulfilment of our Code of Conduct, we also expect them to project the same requirements towards their suppliers. If the Code of Conduct, as defined and explained by Emidan, is not respected and followed and no actions have been taken to doing so, Emidan can decide to end the partnership at its sole discretion.

As from 2011, Emidan is a UN Global Compact member.

## **Employment practices:**

- Suppliers must never use forced labour, indentured, or prison labour in the supply of materials, products or services.
- Suppliers must provide equal opportunities for their employees and never practice discrimination according to race, sex, age, religion, sexual orientation, or political or other opinion.
- Suppliers must never make use of corporal punishment and physical or mental coercion. Furthermore, no employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
- Suppliers must not engage in, or benefit from, the use of child labour. Unless national laws dictate a higher age, the minimum age for employment shall not be less than 15 years.



- Suppliers may in some cases make use of under aged labour as long as it is only a few hours a day, it does not affect the individual's educational program and follows the laws and regulations of the country in question.
- Suppliers must respect the rights of employees to join or form trade unions of their own choice and to bargain collectively. They must also comply with applicable laws and industry standards.
- Suppliers must ensure that their workers are offered a safe and healthy working environment that among others offers protection from fire, accidents and toxic substances.
- Suppliers must be able to prove that they continuously strive to improve employee working conditions and enhance educational skills.

#### **Environment:**

- Suppliers must as a minimum follow the environmental laws and regulations of the country/region in which they are located.
- Suppliers must strive to reduce waste and CO2 emissions.
- Suppliers must strive to reduce waste water.
- Suppliers must undertake initiatives to promote greater environmental responsibilities.
- Suppliers must encourage the development and diffusion of environmentally friendly technologies.
- Together with our Research and Development department we shall always struggle to develop better and more environmentally sustainable products and services.
- Suppliers must work against corruption in all forms, including extortion and bribery.

Date Company name:

Signature: