

Code of Conduct

GreenSource



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Code of Conduct GreenSource

This Code of Conduct (“Code”) formalizes the key principles under which the Parties to the GreenSource consortium agreement are required to operate.

The parties shall jointly and severally follow and implement the Project – as defined in the consortium agreement – in accordance with the guidelines and principles for responsible business as set out in the OECD Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Convention on Biodiversity.

Parties have agreed that they respect our planet and pursue a social responsible policy with regard to the welfare of individuals both within and outside the GreenSource consortium. Parties shall only select business partners who are committed to guidelines and principles for responsible business compatible with all provisions of the consortium agreement and Code and are willing to carry out the general principle of the GreenSource consortium.

Although Parties recognize differences in culture and legal requirements, Parties all declare that they expect and contractually oblige the suppliers of the products that they use to produce them in a manner compatible with this Code and contribute to the good reputation of the GreenSource consortium. Furthermore, Parties make sure that all suppliers sign this Code as well and are bound by the provisions of this Code.

Parties recognize the Dutch government may be held responsible under international law for implementation of the Project and shall be unconditionally bound to always act accordingly.

Labor and Human Rights

Parties shall operate in full compliance with applicable laws and regulations as well as this Code. Parties shall uphold and comply with the highest standard of human rights of their employees and to treat them with utmost respect and dignity. No worker shall be subject to corporal punishment, sexual, physical, psychological or verbal harassment or abuse. Additionally, Parties shall not use monetary fines as disciplinary practice.

Child Labor

Parties shall comply with the International Labor Organization (ILO) Conventions for minimum age (Convention 138) and child labor (Convention 182). Additionally, Parties shall comply with all legal requirements concerning the work of young workers, especially hours of work, working conditions, wages and handling of materials.

Forced Labor

Parties shall not make use of any type of forced labor.

Nondiscrimination

Parties shall not subject any person to discrimination with regard to employment on the base of gender, beliefs or any other personal characteristics. Parties shall ensure that female workers receive equal treatment in all aspects of employment.

Fair working hours

Parties shall make sure that, except in extraordinary business circumstances, they do not require work in excess of 60 hours a week or in excess of 6 consecutive days without a rest day.

Health and safety working conditions

Parties shall ensure its workers a clean, safe and healthy work environment, which is in compliance with legal standards for workplace health and safety in the countries where they operate. This included the residential facilities that they offer to their workers. Parties shall routinely conduct on-site audits to check suppliers' compliance.

Freedom of association and collective bargaining

Parties shall recognize and respect the right of free association, as legally permitted, which includes joining or not joining any association. In all cases, workers right to open communication, direct engagement, and humane and equitable treatment must be respected. Parties shall also respect the legal right of workers to bargain collectively.

Environmental sustainability

Parties shall comply with all local environmental laws. Not only concerning the products they produce, but also concerning their workplace and methods of manufacturing. Furthermore, Parties shall refrain from using materials that are harmful to the environment. Parties agree that they will make sure that they and its suppliers reduce energy, water and natural resource consumption as much as reasonably possible by implementing measures thereto.

Anti-corruption

Parties unconditionally and explicitly reject and prohibit corruption, extortion, embezzlement or bribery to obtain unfair/improper advantage. Parties shall jointly and severally refrain from offering to third parties or seeking or accepting from or be promised by third parties, for the benefit of themselves or any other party, any gift, remuneration, compensation or benefit of whatever kind, which could be interpreted as illegal or corrupt practice. Parties agree to abide by all applicable anti-corruption laws and regulations in the countries where they do business.

Parties shall jointly and severally refrain from giving support to activities intended to undermine the political independence of a state, or to bring down a legitimate government by illegitimate means. Such legitimacy or illegitimacy is not determined solely by the views of the government of the country in question but is also assessed against international criteria (or criteria of international law).

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Community engagement

Parties are encouraged to engage in the communities in which they operate in order to help foster social and economic development.

Communication

Parties shall communicate this code of conduct to their workers and supervisors, and ensure that they will abide by the provisions of this Code.

Management systems

Parties strongly believe that management systems and commitment are key to successful application of this Code in its firms and throughout the supply chain. Each Party shall hold its suppliers accountable for the compliance of this Code in writing. Parties are also highly encouraged to develop a statement affirming their compliance and commitment to a high standard of social and economic responsibility, ethical conduct and continuous improvement and to share it among their employees at all facilities.

Company name:

Signature:

Signed by:

Date: