

The BSCI Code of Conduct aims at setting out the values and principles that BSCI participants strive to implement with their business partners along their supply chains. Each BSCI participant endorses the Code of Conduct when joining the initiative.

11 PRINCIPLES AIMING AT THE HIGHEST LABOUR PROTECTION

The BSCI Code draws on important international labour standards protecting workers' rights such as International Labour Organization (ILO) conventions and declarations, the United Nations (UN) Guiding Principles on Business and Human Rights as well as guidelines for multinational enterprises of the Organization for Economic Co-operation and Development (OECD).

It sets out 11 core labour rights, which participants and their business partners commit to implementing within their supply chains in a step-by-step development approach.



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.



Fair Remuneration

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



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.



Special Protection for Young Workers

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



No Bonded Labour

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



Ethical Business Behaviour

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



No Discrimination

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



Decent Working Hours

Our enterprise observes the law regarding hours of work.



No Child Labour

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



No Precarious Employment

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



Protection of the Environment

Our enterprise takes the necessary measures to avoid Environmental degradation.

SOCIAL RESPONSIBILITY AT THE CORE OF BUSINESS

The Code of Conduct sets the approach undertaken by BSCI participants and their producers to incorporate social responsibility at the core of their business.



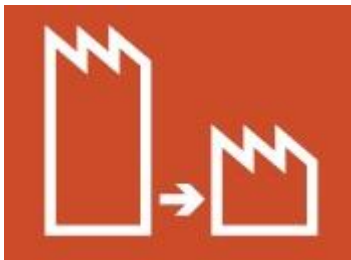
Code Observance

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



Workers' Involvement and Protection

Our enterprise keeps workers informed about their rights and responsibilities.



Supply Chain Management and Cascade Effect

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



Grievance Mechanism

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