

Compliance with the Code of Conduct.

This Code of Conduct is based on internationally recognized human rights as stated in international law on human rights and fundamental labor rights, as set out in the International Labor Organization Declaration of Fundamental Principles and Rights on workplace.

It is a requirement for a partner for Uni-Safe A / S to enclose the Code of Conduct and specifications on the trade is complied with, signed and communicated to the relevant employees of the trade in an understandable language. In addition, the partner is responsible for claiming the equivalent of theirs partners.

The right to freedom of association and collective agreements

The partner must give the employees the right to form and join trade unions or other associations of your choice, and to negotiate collectively. The workers' representatives cannot be subject to discrimination and must have access to employees in the workplace. If only state-authorized organizations are allowed, the partner must provide the workers the opportunity to freely elect their own representatives, as well as to allow employees independently gathering and discussing work-related issues.

Prohibition of discrimination

The Affiliate may not discriminate on the grounds of race, color, gender, language, religion, politics or other beliefs, caste, national or social origins, wealth, birth, unions affiliation, sexual orientation, health status, family obligations, age and disability or other special features. Employment, salary, staff benefits, education, promotion, discipline, termination, retirement or other employment-related decisions must be based on relevant and objective criteria. This applies to both permanent and temporary employees.

Working hours and terms

The partner must ensure that the normal weekly working time does not exceed 60 hours per week. Week including overtime and that overtime is voluntary. Extra overtime hours at short notice are only allowed by operational reasons and if allowed by collective regulation. Other working time rules may apply if it is in compliance with relevant legislation and collective agreements. Overtime must not be done with stipulated frequencies. The partner must protect workers from all forms of physical, verbal, sexual and / or mental harassment, bullying or workplace threats, whether committed by managers or colleges.

Remuneration

All workers must be provided with a written, understandable and legally binding employment contract. The partner must comply with minimum legal and / or industrial standards comparable standards regarding wages and benefits, if the latter is higher. Under everyone in circumstances, the partner must always provide a "reasonable wage" that allows workers to meet the basic needs of themselves and their relatives, as well as provide a discretionary income in relation to the nature of the work. Overtime must be paid at a fixed rate. Wages are paid in legal tender directly to the employee and on a regular basis. Payroll deductions must be transparent and never used as a disciplinary measure.

Health and safety

The partner must ensure that its employees are offered a safe and healthy working environment including protection against fire, chemically hazardous substances and unhealthy processes as well as preventing accidents. Sufficient safety and health policies as well as procedures must be established and followed. Cooperation Partner must provide employees with the necessary personal protective equipment and training to carry out personal safety occupation.

The partner should appoint a representative of the management who is responsible for health and security for all staff. The collaborator must provide adequate, clean and sanitary access to toilets and drinking water that meet the need and number of employees. Accommodation if provided by The partner must meet similar requirements.

Prohibition of child labor

Minimum age requirements - 15 years

The partner may not participate in the use of child labor. The minimum age for employment must not be lower than the age for compulsory education, and in any case not be less than 15 years.

Transition program

After the child is removed from work, the provider must establish a transition program for the child. The transition program is arranged in accordance with the child's parents and relatives. All actions must be made on the basis of the child's well-being. If the partner does not remove the child from work and establish one transition program, supplier collaboration will cease.

Dangerous and harmful work

The partner must refrain from hiring young workers (under 18) to perform night work as well as any work that may be expected to bring their health, safety or morale at risk.

Prohibition of forced labor

The Affiliate may not engage in any form of forced labor, including slave labor, human trafficking or forced labor. Workers must have freedom of movement during their stay employment.

The Affiliate may not withhold any part of any employee's salary, employee benefits, property or documents (such as identity cards and travel documents) to force such personnel to continue work for them.

Environmental protection and accidents

The collaborator must strive to minimize the negative environmental impacts of its activities, products and services through a proactive approach and responsible management of their environmental conditions. The partner must be knowledgeable about and comply with current environmental legal requirements relevant to the consequences of its activities and products. The collaborator must demonstrate ongoing improvements in overall environmental performance in connection with significant environmental conditions and development within environmentally friendly technologies. Emergency procedures must be established and maintained to effectively prevent and treat everyone health emergencies and industrial accidents that may affect the surrounding community or garden a negative impact on the environment.

Corruption and bribery

The affiliate must abstain from bribery, or any other method, for wrongdoing influence of officials, the courts and / or private parties.

Reference to the above requirements:

UN Global Compact Principle 1-10

8 basic ILO conventions: 29, 87, 98, 100, 105, 111, 138 and 182

11 other essential ILO Conventions Nos. 1, 12, 14, 95, 120, 131, 132, 134, 142, 155 and 169.

United Nations Convention on Economic, Social and Cultural Rights.