# ETHICAL STATEMENT

**EMPLOYMENT IS FREELY CHOSEN**

There is no forced, bonded or involuntary prison labour and workers are free to leave their employer after reasonable notice.

**WORKING CONDITIONS ARE SAFE AND HYGIENIC**

A safe and hygienic working environment shall be provided and necessary steps shall be taken to prevent accidents and injury to health. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.

**CHILD LABOUR SHALL NOT BE USED**

There shall be no new recruitment of child labour and children under 18 shall not be employed at night or in hazardous conditions.

**WORKING HOURS ARE NOT EXCESSIVE**

Working hours must comply with national laws, collective agreements, and the provisions which are based on international labour standards, whichever affords the greater protection for workers.

**NO DISCRIMINATION IS PRACTISED**

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

**NO HARSH OR INHUMANE TREATMENT IS ALLOWED**

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

**REGULAR EMPLOYMENT IS PROVIDED**

To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

**LIVING WAGES ARE PAID**

Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. All workers shall be provided with written and understandable Information about their employment conditions. Deductions from wages as a disciplinary measure shall not be permitted. All disciplinary measures should be recorded.

**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING ARE RESPECTED**

Workers have the right to join or form trade unions and the employer is open minded towards the activities of trade unions and their organisational activities.