KARIBAN

SUPPLIERS CODE OF CONDUCT

SUSTAINABLE DEVELOPMENT GOALS

amfori Trade with purpose

Member of amfori, the leading global business association for sustainable trade.
For more infirmation visit www.amfori.org.

5. ANNEX – SYNTHESIS OF KARIBAN RESPONSIBLE PURCHASING GUIDING PRINCIPLES



Rights of Freedom of association and collective bargaining

Kariban advocates respect for workers rights to form unions or other types of workers associations whose objectives is to develop collective bargaining.



No discrimination

Kariban promotes equal opportunities and reject any form of discrimination against workers.



Fair remuneration

Kariban respects the right of workers to receive fair remuneration.



Decent working hours

Kariban advocates respect for international legislation relating to working hours.



Occupational health and safety

Kariban advocates safe and healthy workplaces and equipment, and for this recommends assessing the risks that workers may face, in order to be able to take all necessary measures to eliminate and to reduce them.



No child labour

Kariban is committed to the prohibition of child labour, meaning that our company is opposed to the hiring of any worker who has not reached the legal minimum age in force.



Special protection for young workers

Kariban advocates the establishment of special protection measures for young workers who have not yet reached adulthood.



No precarious employment

Kariban recommends to hire workers only on contract basis in accordance with current legislation.



No forced labour or Human trafficking

Forced or compulsory labour as well as Human trafficking, in all their forms, are formally prohibited by Kariban.



Protection of the Environment

Kariban carries out all of its activities with the constant concern of ensuring the preservation of the environment.



No violence, harassment or abuse

All corporal punishment and other types of sexual, psychological or verbal violence, as well as harassment, abuse or physical coercion are strictly prohibited by Kariban.



Ethical business behaviour

Kariban carries out its activities in accordance with internationally recognized ethical business standards of behavior, in particular, our company does not tolerate any act of corruption.

This Code of Conduct must be posted in a location accessible to all employees and visitors (in English and in the appropriate local language). As part of our ongoing sourcing strategy we will ensure the above points are checked during all supplier visits and audits. Our local agents and partners will conduct regular reviews of all points with our suppliers and report progress. To report suspected violations of this Code of Conduct, please contact our company.