

Supplier Code of Conduct

Implementation of ISO 26000 and UN Global Compact guidelines

Human rights

ISO 26000 §6.3; UN Global Compact Principle 1, 2, 3, 4, 5 & 6

The Sonceboz Group suppliers and partners undertake to remain vigilant and identify, prevent and address actual or potential effects on human rights and adherence to the ILO Fundamental Principles and Rights at Work:

- Elimination of any form of forced or compulsory labour;
- Abolition of child labour;

In particular, the suppliers follow *OECD Due Diligence Guidance* on materials from conflict zones.

Employment relations and conditions

ISO 26000 §6.4

The Sonceboz Group suppliers and partners are committed to ensuring the quality of employment relations and the right of men and women to physical and moral integrity at work:

- Strict application of current regulations and collective agreements (e.g. employment contracts, personal data protection and social protection);
 - Prevention of accidents at work and occupational conditions in accordance with the principles of reference documents *OHSAS 18001/ILO OSH 2001*;
 - Development of a conducive and fulfilling work environment.
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Environment

ISO 26000 §6.5, UN Global Compact Principle 7, 8 & 9

The Sonceboz Group suppliers and partners are committed to reducing the environmental impacts of their decisions and their activities. This is applied with regard to:

- Strict compliance with regulatory requirements;
 - The prevention of pollution and limiting of its impact;
 - Initiatives for reducing the consumption of natural resources and restriction of the environmental footprint;
 - Maximising the recycling of any waste generated.
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Loyalty to principles

ISO 26000 §6.6, UN Global Compact Principle 10

The Sonceboz Group suppliers and partners have a policy of ethical conduct for their relationships with partners, suppliers, sub-contractors, clients, competitors, public bodies and associations:

- Combatting the abuse of power and all forms of corruption;
- Commitment to the respecting of property rights;
- Ban on activities involving misinformation, false declarations, threats or coercion;
- Promotion of social responsibility in the value chain.

Name of supplier:

Date:

Position of person signing:

Modification Follow-up

Version	Modification description	Date	Validated by
001	Initial version	24.06.2016	DCH / ASCH