

# OUR CODE OF CONDUCT PRINCIPLES

As a member of amfori BSCI, which is based on important international labour standards, we apply a common code of conduct regarding: human rights, compliance with the law, working conditions, anti-corruption and the environment. Our Code of Conduct contains 12 labour rights, as Contrast Company and our factories undertake to implement in our supply chain:



## 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 respect 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 to 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 for forces servitude, trafficked or non-voluntary labour



## ETHICAL BUSINESS BEHAVIOR

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 company complies with the law regarding working hours



## NO CHILD LABOUR

Our enterprise does not hire any workers 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



## NO HARMING OF ANIMALS

Our company does not tolerate any harm to animals

