

Legal, Ethical & Social Commitments Policy

Agreed to by ABC Group and Suppliers to ABC Group Ltd to the Principle of Labour Standards

abc group

abcphotosigns abcemstore original print SIGNS

Why we have this policy

This policy is to clarify our position on how we do business and what standards we expect from our Suppliers. We endeavour to have this commitment signed by all new suppliers as part of their induction.

What our policy is

The Supplier along with ABC Group commits to compliance with the following labour standards:

Orders may not be fulfilled by a subcontractor, in whole or in part, without ABC Group's prior, written approval. The Supplier must comply with all the laws and regulations in force and respect the rules of conduct stated in fundamental Conventions of the ILO1, that is C87 and C98 on freedom of association, C29 and C105 on the abolition of forced labour, C111 and C100 on equality and finally, C138 and C182 on child labour. Above all, the Supplier certifies that none of the products purchased by ABC Group, and manufactured by the Supplier itself or by one of its own Suppliers, has been manufactured, assembled or packed using forced, prison, dangerous or concealed labour and/or child labour involving children under the age of 16, this age limit being stricter than the minimum age imposed by ILO convention C138.

You must only supply products that meet all the conditions imposed by the laws and regulations of the country in which they are manufactured.

The Supplier acknowledges that should it be found to be in breach of the present provision, ABC Group may, without prejudice to other action, immediately terminate the contract and end all business relations with the Supplier without ABC Group being in any way liable to the Supplier in the future.

In simple terms this means that:

- You must not employ children under the age of 16.
- You must provide adequate support to enable employees under the age of 16 to return to school, and offer the same job to an adult family member.
- You must not use forced labour, or require employees to lodge 'deposits' or identity papers upon commencing employment.
- You must not use undeclared, prison or dangerous labour: you must comply with local laws on health & safety, working hours, wages, disciplinary procedures and harassment.
- You must respect the right of all employees to form and join trade unions of their choice

and to bargain collectively.

- You must not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age.

By signing this document, your company renews its commitment to strict compliance with these standards, and to ensuring that your own suppliers are in compliance.

“I have read and understood the conditions above, and on behalf of my company, I accept them.”

Name & position (please specify the exact position held by this staff member).

Representing the Supplier [supplier company name]

Signature preceded by “read and approved”

Executed at [location]

Date

Scope

This policy applies to ABC Group’s operations in all regions.

It will be communicated to:

- All affected internal and external stakeholders

Governance

This policy is reviewed bi- annually by the Directors and department heads.

Performance against this policy is discussed annually with staff and affected stakeholders.

Any issues will be reported to the Directors.

Signed

Don Matheson

Managing Director

Related policies & documents

- Environmental Policy
- Code of Business Ethics
- Procurement Policy