

noppies

INTRODUCTION

This Code of Conduct outlines the minimum standards of all business conduct and describes our fundamental principles and values on behalf of Task International B.V. – (“Noppies, and all brands and products derived under the name of Task International, briefly called under “Noppies”.”)

Noppies obliges business partners to comply with the described standards in this Code of Conduct. This Code of conduct is applicable to all business partners and specifies requirements towards our production facilities, their suppliers and subcontractors, and other third parties.

This Code of Conduct is based on the conventions of the International Labour Organisation (ILO), the Universal Declaration on Human Rights, the Code of Conduct of the BSCI (1-2014) (approved by the Foreign Trade Association), and is in compliance with national and international legislation.

Noppies shall immediately end a business relationship, whenever it becomes apparent that a business partner does not act in accordance with the requirements, neither undertakes corrective actions to do so, set out in this Code of Conduct.

CODE OBSERVANCE

All business partners: our production facilities, their suppliers and subcontractors, and third parties, shall obey the national and international legislation applicable to the type of industry and the operating country. In countries where domestic laws and regulations are in conflict with, or set a different standard than Noppies’ Code of Conduct, the law must be followed first. Business partners must notify Noppies immediately, in case of any deviation between national and international laws/regulations and this Code of Conduct, before signing this Code of Conduct and need to seek ways to abide by the principles that provide the highest protection. Including any conflict occurring from a Code of Conduct used by a subcontractor or third party.

This Code of Conduct does not replace other obligations as laid down in other agreements between Noppies and suppliers such as, but not limited to, supplier manuals, textual guidelines and/or other agreements between parties.

PROHIBITION OF CHILD LABOUR AND PROTECTION OF YOUNG WORKERS

ILO Conventions 10, 79, 138, 182

The direct or indirect use of child labour shall not be tolerated under any circumstance. The age for admission to employment shall not be less than the age of completion of compulsory schooling as defined by the law and in any case not less than 15 years. There shall be no forms of slavery, practices similar to slavery, such as sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour.

All legal limitations on the employment of young workers below the age of 18 years must be followed. Young workers shall be protected against conditions that are harmful, by its nature or the circumstances in which it is carried out, to their health, safety morals and development. Operations do not prejudice attendance at school or participation in training or instruction programs approved by recognized authorities.

NON-DISCRIMINATION

ILO Conventions 100, 111, 143, 158, 159, 183

Recruitment, remuneration policy, admittance to training and employee promotion policy, termination or retirement, and any other aspect of the employment relationship shall be based on the principles of equal opportunity. There shall be no discrimination, exclusion, or any preference on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination. Migrant workers shall have exactly the same entitlements as local employees. All workers shall be treated with respect and dignity.

NO BONDED LABOUR

ILO Conventions 29, 105

There shall be no use of forced, including bonded or prison, labour or any engagement in servitude, lodging deposits, retention of identity documents, indentured, trafficked or non-voluntary labour that violates basic human rights.

FREEDOM OF ASSOCIATION

ILO Conventions 87, 98, 135

The right of all workers to form and join trade unions freely and in a democratic manner, and bargain collectively, shall be recognized. Noppies shall facilitate parallel means for all workers in situations in which the right to freedom of association and collective bargaining are limited by the law. Workers shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their functions with respect to the right of freedom of association.

DECENT WORKING HOURS

ILO Conventions 1, 14

The working hours shall comply with applicable national and international laws and regulations and industry standards. In any event, workers shall not, on a regular basis, be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period of time. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded regularly and shall always be compensated at a premium rate in accordance with the law. Overtime shall not increase the likelihood of occupational hazards. Workers shall be correctly compensated for any type of paid leave to which they are legally entitled.

FAIR REMUNERATION

ILO Conventions 12, 26, 100, 101, 102, 131

All workers have the right to receive a fair remuneration that is sufficient to provide them with a decent and favourable living for themselves and their families. Remuneration must be paid regularly, on time, and must reflect the skills, education and working hours including overtime of the workers. The minimum standard applicable is at least the governments' minimum wage legislation, the prevailing industry wage or the wage negotiated on the basis of collective bargaining, whichever is higher. Illegal, unauthorised or disciplinary deductions from wages shall be prohibited unless a freely negotiated bargaining agreement is in force. All workers shall be made aware of their payment conditions before they commence their employment and receive a copy of the labour contract.

OCCUPATIONAL HEALTH AND SAFETY

ILO Conventions 155, 170

A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of industry and its specific hazards. Effective laws and regulations shall be implemented to prevent accidents and minimise health risks as much as possible. Business partners shall take all appropriate measures within their sphere of influence to ensure stable and safe equipment and buildings and shall ensure access to drinking water, safe and clean eating and resting areas. Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation is strictly prohibited. Vulnerable individuals such as, but not limited to, young workers, new and expecting mothers and disabled workers shall receive special protection.

PROTECTION OF THE ENVIRONMENT

Procedures and standards for waste management, handling and disposal of chemical, and other dangerous materials, emissions, and effluent treatment must meet or exceed minimum legal standards in accordance to national and international legislation. Business partners shall take responsibility and necessary measures to avoid environmental degradation by preventing or minimising adverse effects on the community, natural resources and the overall environment, without any exception. Business partners shall have the relevant environmental permits and licences for its operations.

MONITORING AND ENFORCEMENT

All business partners shall define and implement a policy for social accountability and a management system to ensure the requirements outlined in this Code of Conduct. Business partners are required to be transparent and not intentionally misleading the Code of Conduct. Ethical behaviour, following the Code of Conduct, is required and any breach or conflict needs to be reported to Noppies' local management immediately.

The Code of Conduct includes the right to make unannounced visits and unlimited access to all areas, documents and workers by Noppies or a designated third party to evaluate the ethical behaviour with respect to this Code of Conduct. Relevant documentation must be maintained at all times. Business partners are required not to be involved in any act of corruption, extortion or embezzlement or any form of bribery.

Noppies' management is responsible for the continuous improvement by taking corrective measures and periodical review of this Code of Conduct as well as the communication of the Code of Conduct to all business partners. All business partners are expected to inform their subcontractors, and other business partners.

Noppies demands all business partners and herself to do their utmost to achieve, and to continuously strive for, all standards in this Code of Conduct.

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Reference

ILO Conventions - ilo.org; and BSCI - bsci-intl.org