

Supplier code of conduct

This code of conduct defines the basic requirements expected of I-TRACING's suppliers of goods and services regarding their responsibilities towards their stakeholders, the employees and general environment.

The suppliers are invited to adopt any corrective plan of action which might prove necessary as to fit the requirements listed here below. They are invited to sensitize their own suppliers as to ensure the responsibility of all links in the supply chain.

The supplier hereby declares :

LEGAL COMPLIANCE

- to comply with the applicable rules and regulations of the local judicial system.

RESPECT OF EMPLOYEE FUNDAMENTAL HUMAN RIGHTS

- to promote equal opportunity and treatment for its employees, whichever may be the color of their skin, race, nationality, social origin, handicap, sexual orientation, political or religious beliefs, sex or age;
- to respect the dignity, private life, and rights of every individual
- to refuse to tolerate unacceptable treatment of the employees, such as mental or physical cruelty, sexual harassment, or discrimination;
- to prohibit behavior, including acts, language and physical contact, that are of sexual, coercive, threatening, abusive, or exploitative nature;
- to ensure fair wages and warrant the current national regulation on minimum salary;
- to acknowledge the employees' right to work freely and of their own volition;
- to acknowledge, to the extent possible, the employees' right to freely assemble and to not discriminate against members of worker's organizations or unions.

BANNING OF CHILD LABOR

- not to tolerate, nor recur to child labor at any point or stage of the activities, in compliance with the International Labor Organization (ILO) agreements regarding child labor and the minimum working age of children.

HEALTHY AND SAFETY OF EMPLOYEES

- to take charge of its employees' health and safety.
- to take measures as to prevent any accidents and professional illnesses.
- to put in place or make use of a reasonable professional health and a safety management system

ENVIRONMENTAL PROTECTION

- to act in compliance with applicable and international legal norms concerning environmental protection
- to decrease environment contamination and to provide continuous improvement in regard to environmental protection

CORRUPTION

- to comply to applicable laws and regulations as a whole in regard to cracking down on acts of corruption under all forms, including extortion and bribes, money laundering, and all illicit commercial practices, and that they commit to deploy the necessary means to prevent any form of corruption or influence peddling.

SUPPLY CHAIN

- to deploy reasonable efforts as to promote adherence to this Code of conduct to its own suppliers;

CONSENT

It is the supplier's responsibility to comply to this Code of conduct.

Therefore, the supplier permits that I-TRACING or a designated third party would conduct announced audits as to verify conformity or improvement of consequent plans.

ADHERENCE TO THE SUPPLIER CODE OF CONDUCT

We, _____, suppliers to I-TRACING, confirm to have :

- have received and fully acknowledged the present Code of Conduct from I-TRACING ;
- agreed to the engagements of the present Code of Conduct ;
- understood that infringing the Code of Conduct may, after failure of a corrective action plan, entail the suspension or breaking of commercial relations ;
- understood that it is our obligation to communicate the engagement we've undertaken through this Code of Conduct to our own commercial contributors and partners and to invite them to respect the rules of European Social Regulation which are prescribed ;
- authorized, if need be, that auditors mandated by I-TRACING be commissioned to verify in our offices that the Code of Conducted is respected.

Company : _____

Represented by : _____

Signed in : _____ on _____

HOW TO APPLY THE CODE OF CONDUCT ?

I-TRACING's aim is that this Code of Conduct drives the relationships between I-TRACING and its suppliers and that it may be applied in each step of business relations, in accordance with the European Social Regulation tenants that were mentioned.

1. Adherence to and signing of the Code of Conduct

The Code of Conduct must be incorporated in each contract between I-TRACING and its suppliers. A formal signing of this document is expected as to record the engagement. To this end, I-TRACING will ensure it is annexed to every new contract concluded by I-TRACING and to each renewal of pre-existing contracts.

Furthermore, this Code of Conduct will be submitted to all I-TRACING collaborators that may be buyers.

2. Management of non-compliance

I-TRACING has formalized this Code of Conduct as to shine a light on the principles that drive I-TRACING in operating its commercial relations.

The suppliers also commit to identify a person in charge of keeping track of the Code of Conducts application and that will serve as a correspondent with I-TRACING if necessary.