

An aerial photograph of a lush green landscape, likely a coffee plantation, with a winding red dirt path or stream cutting through the rows of trees. The path starts from the top left, curves around a central green island, and then continues towards the bottom right. The trees are densely packed and vibrant green, contrasting sharply with the reddish-brown soil of the path.

# RESPONSIBLE SOURCING POLICY

NOVEMBER 2019

*Massimo Zanetti*

MASSIMO ZANETTI  
BEVERAGE GROUP

## Message from the President

Coffee is an integral part of our everyday lives; it is something familiar that we wake up looking forward to, and then it accompanies us throughout the day, oftentimes bringing together great friends and good conversation. For this reason, we are committed to providing high-quality coffee that we know people love.

Our Group, which has always operated in a responsible way, believes in promoting the culture of sustainability, thanks to an open dialogue regarding continuous improvement.

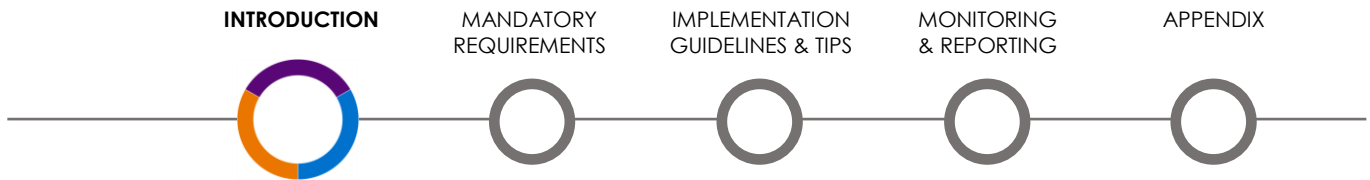
With our international presence, we are aware of the positive influence and impact that our responsible business practices can generate. We intend to continue our efforts to improve the lives of the workers throughout the supply chain, and we hope to use our influence to encourage others to act in the same positive manner.

We are committed to building trustful partnerships with our suppliers, whom share the same responsibility to promote and employ ethical practices and sustainable efforts.

This Responsible Sourcing Policy is a declaration of our commitment to provide ethical and sustainable coffee for all.

Massimo Zanetti

*President*



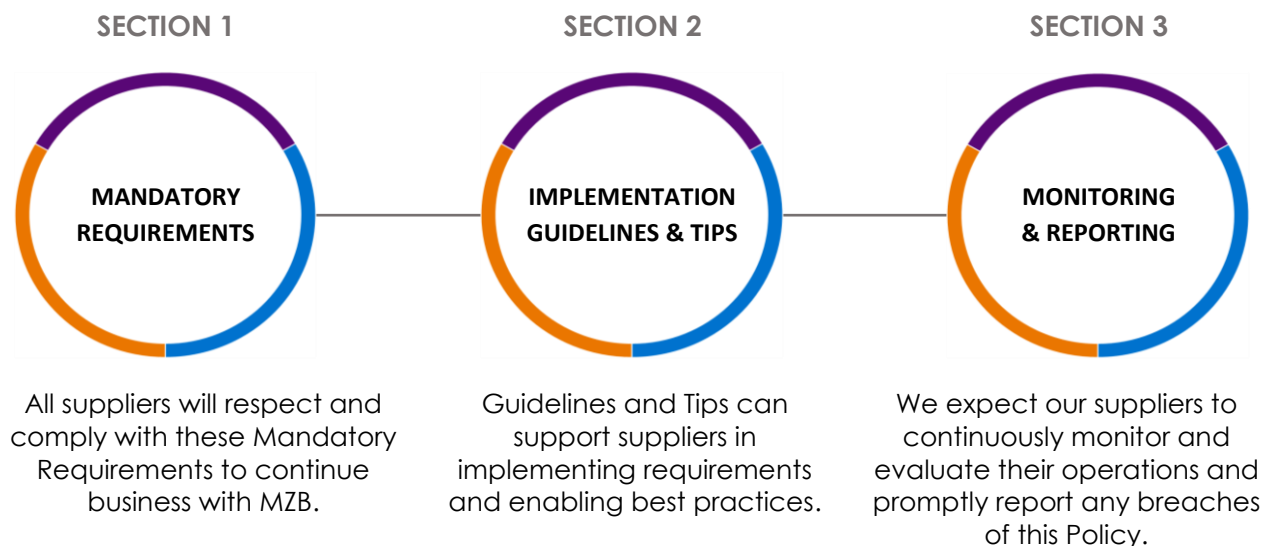
# INTRODUCTION

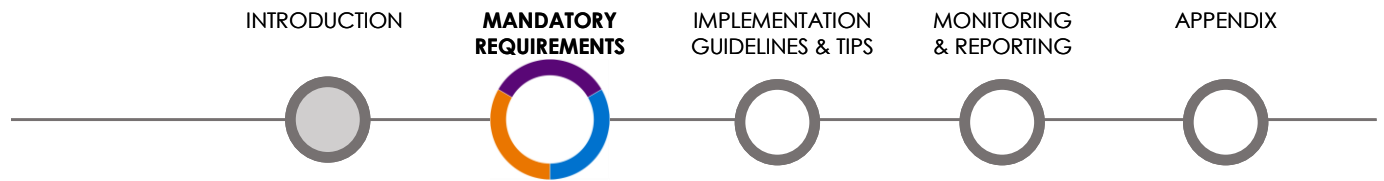
Massimo Zanetti Beverage Group, namely the parent company Massimo Zanetti Beverage S.p.A and its directly or indirectly-owned subsidiaries, jointly referred to as “MZB” or “Group”, is committed to conducting business fairly and equitably.

We expect that our suppliers, specifically suppliers of coffee and related packaging products, recognize the manner in which we do business and adhere to the Mandatory Requirements defined in our Responsible Sourcing Policy. We also expect that our suppliers ensure the application of this Policy along the entire supply chain, encouraging their suppliers to embrace the same values.

MZB will carry out evaluations and assessments on its supply chain to ensure that the Mandatory Requirements are respected. This routine practice can be carried out in person, through self-assessment questionnaires, and/or through audits processes.

## How this Policy is structured





## MANDATORY REQUIREMENTS

In this section we describe the Mandatory Requirements for all suppliers who wish to establish and maintain a business relationship with MZB. Our Mandatory Requirements are grouped into three areas which serve as the fundamental pillars of this Policy.

These three areas, Ethics and Business Integrity, Human Rights, and the Environment, reflect the breadth of our commitment to ensuring sustainable and responsible practices throughout our supply chain.



**ETHICS AND  
BUSINESS INTEGRITY**

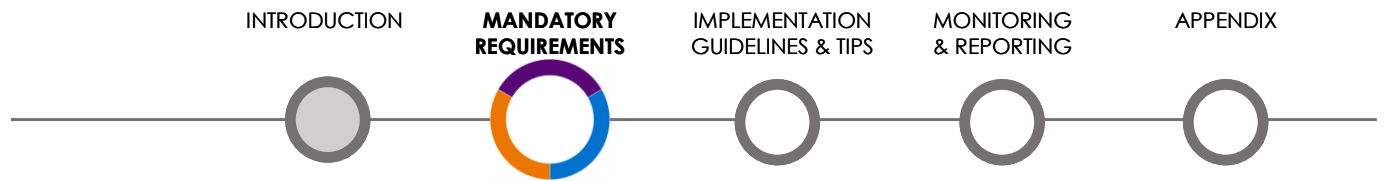


**HUMAN RIGHTS**



**ENVIRONMENT**





## ETHICS AND BUSINESS INTEGRITY



*In business, ethics is the ability to execute business proceedings while respecting the interests of all partners and individuals and preserving environmental resources. Business relations and interactions with our suppliers constitute a large part of our work. We are committed to develop and promote a culture based on integrity, honesty, and fairness.*

### Businesses comply with the law and act with integrity

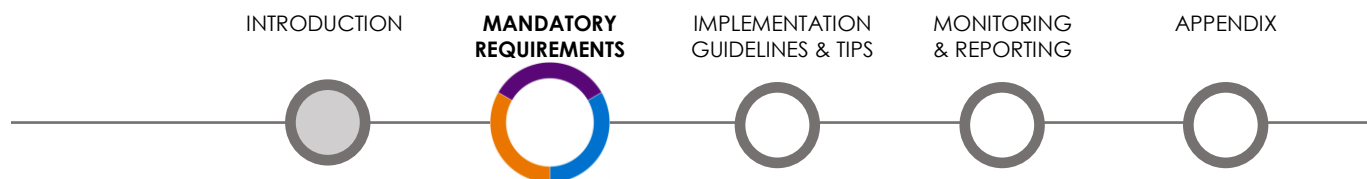
*Laws act as a compass for our actions. We believe that all businesses must act with integrity to ensure the best interests of all stakeholders.*

Business activities are to be carried out with integrity and in compliance with all applicable laws and regulations, including any relevant legal requirements of the countries in which such activities are conducted.

### Businesses conduct fair operating practices

*Fair business practices produce positive effects for all stakeholders throughout the supply chain. We believe that such responsible operating practices should be standardized throughout all business transactions.*

Corruption in all forms, including extortion is expressly forbidden. Conflicts of interest must be declared to MZB so that appropriate actions can be taken. MZB information and data must be considered strictly confidential and may not be shared with third parties unless expressly permitted previously.



### **Businesses are accountable and maintain accurate books/records**

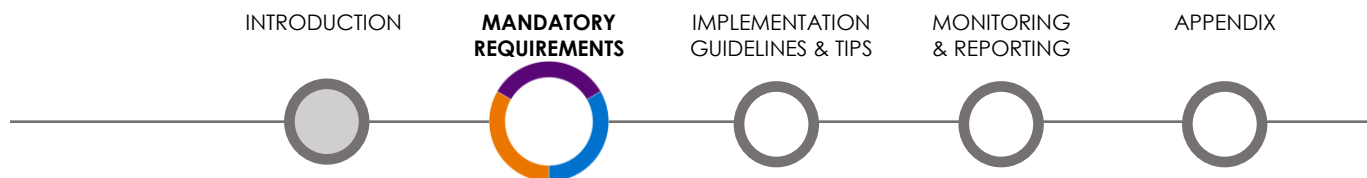
*Communities want businesses to be accountable for their actions. They demand clarity and transparency in all activities.*

Business activities and commercial dealings must be recorded and maintained transparently in books, records, and accounts.

### **Businesses respect the rights of local communities**

*The culture, behavior, and knowledge of all local and indigenous people are a living heritage that we want to safeguard. Respecting the rights and well-being of such groups contributes to the diversity and richness of civilization by maintaining cultures which constitute the common heritage of humankind.*

We respect the rights of local communities and indigenous people. Our operations will not adversely impact the health and safety conditions of these communities and their land rights are to be respected.



## HUMAN RIGHTS



The coffee experience should promote the well-being of the many people involved, from producers to consumers.

All people are entitled to a safe working environment and fair labor practices, as detailed below. Any violations of such conditions will not be tolerated.

### All workers are above the minimum age

*Every child deserves the right to a happy, healthy, and safe childhood. We believe that children are to be nurtured and protected, and that they shall have access to facilities that will support their physical and mental development, thus allowing them to feel safe and secure.*

By no means shall suppliers employ child labor, as defined by the International Labour Organization Conventions.

### All workers have freely chosen employment

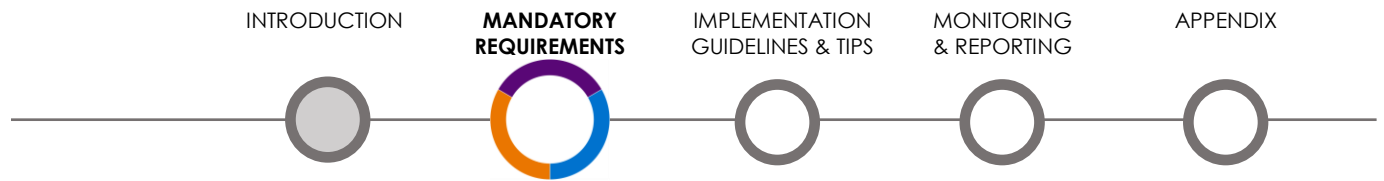
*Employment is to be voluntary, and at no time shall a worker be held unwillingly.*

By no means shall suppliers use forced labor, nor subject workers to unfair working hours and degrading conditions. Human trafficking is strictly forbidden. The right of workers to freely choose employment must be respected, and the work contract shall be documented and formalized in a language known and understood by the workers.

### All workers have the right to associate freely

*Workers can express their true ideas and contribute positively towards improving their workplace and their quality of life. The voice of representative organizations is a symbol of a better future that is to be preserved and protected.*

All workers have the right to establish and join representative organizations of their choosing without previous authorization. Workers' rights to collectively bargain are to be respected without intimidation or harassment.



## **All workers have reasonable working hours and rest days**

*Rest and adequate spare time are important for the well-being of workers and their families. We believe these values should be promoted as to encourage the resulting positive impact that may be had in their communities.*

Working hours are to be reasonable and in accordance with international standards, local and national laws and regulations. Overtime work will be voluntary and paid, and workers will be provided with weekly rest.

## **All workers are treated fairly and impartially**

*We believe that respect, fairness, and impartiality are the fundamental values for building positive personal and working relationships.*

All workers are to be treated fairly, impartially, and with dignity. Workers are to be respected, and there shall be no direct or indirect discrimination based on race, ethnicity, nationality, age, role, gender, gender identity, sexual orientation, color, country of origin, political and/or religious beliefs, marital status, pregnancy, disability, social class, or union membership.

## **All workers are paid fair wages with access to benefits**

*The quality of life for workers and their families is significantly impacted by wages and benefits.*

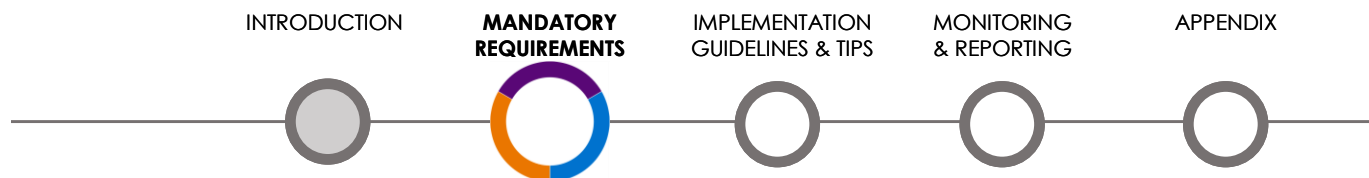
All workers are entitled to fair wages and other forms of remuneration, including benefits and paid leave.

## **All workers' health and safety is overseen**

*We believe that all workers have the right to feel safe on work premises. The health and safety of workers is prioritized and safeguarded at all times.*

A healthy and safe working environment is provided to all workers. Health and safety is to be assessed, ensured, and promoted for everyone through adequate practices and the provision of protective equipment.





## ENVIRONMENT



*Most coffee growing regions have very delicate eco-systems that are susceptible to environmental challenges.*

*We have a collective responsibility to preserve these eco-systems and to act responsibly towards the planet while inspiring others to act and behave similarly.*

### Natural resources and biodiversity are conserved and protected

*Ecosystems are crucial for our existence and well-being. All natural resources and biodiversity merit the utmost attention for the future of our planet.*

Natural resources required for growing, manufacturing, and distributing coffee are to be used sustainably and in accordance with national and local laws and regulations. Efforts to protect ecosystems, forested lands, and biodiversity are to be highly regarded and prioritized.

### Energy use and waste production is reduced

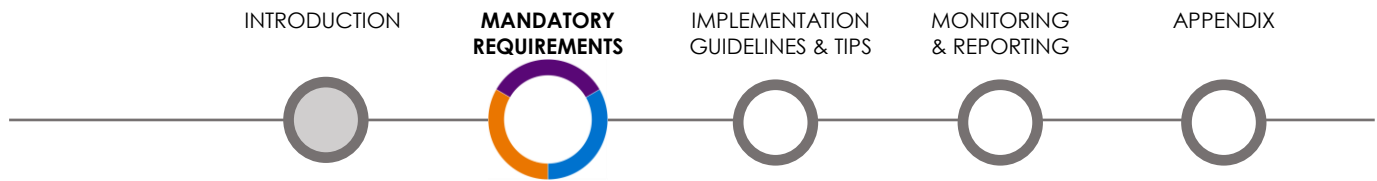
*Efforts to minimize the impact on natural resources will contribute to preserving our world for future generations.*

The energy consumption and waste production associated with growing, manufacturing, and distributing coffee shall be assessed to minimize the environmental impacts, including but not limited to, greenhouse gas emissions and pollution of air, soil, and water. The use and promotion of renewable resources is encouraged.

### The use of chemical substances is responsibly managed

*We encourage responsible and ethical behavior regarding the application of chemical substances throughout the supply chain.*

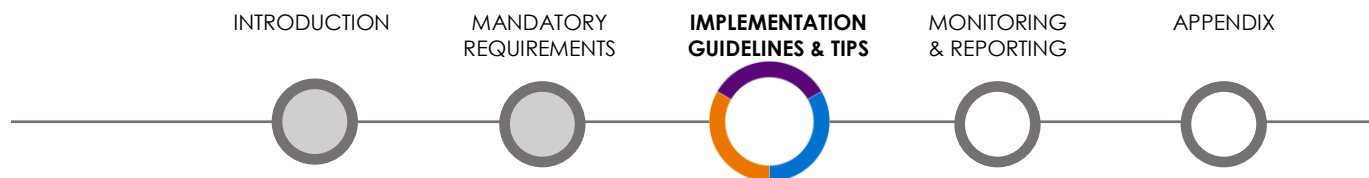
The use of all chemicals will be compliant with the manufacturer's guidelines for safe application in addition to any national, regional, or local laws. The use of any banned substances is strictly prohibited per any applicable, laws or regulations.



## **Packaging is innovative and sustainable**

*Clean cities and a healthy environment are desired by all. We must do our part to contribute to their betterment.*

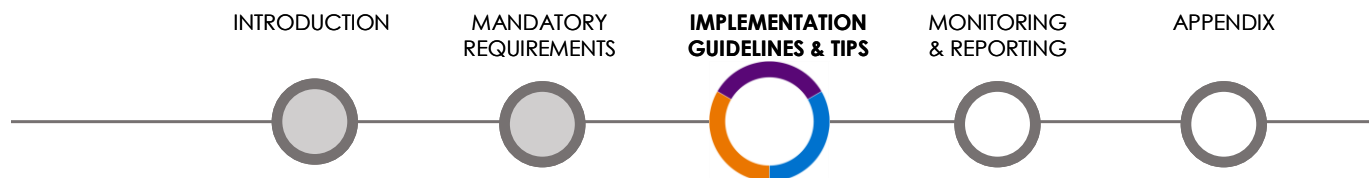
The use of packaging materials with lower environmental impacts shall be encouraged, and more sustainable innovations are to be introduced throughout the production process wherever possible.



## IMPLEMENTATION GUIDELINES AND TIPS

To facilitate the implementation of the Mandatory Requirements and to enable actors to employ the best practices, the following Implementation Guidelines are meant to serve as an additional resource to support the supply chain. These guidelines are general recommendations that can assist one in meeting the Mandatory Requirements set forth in this document, but they are not to be considered exhaustive. Furthermore, the tips presented in this Policy are meant to support suppliers in taking concrete steps toward a healthier, stronger, and more sustainable supply chain; however, they do not prevent the supplier from exceeding the proposed actions.

In addition, this section does not constitute legal advice for suppliers in complying with the laws and regulations relevant to them in the countries where they operate or in complying with any contractual terms. If and when required, suppliers shall consult legal professionals in order to assist them in meeting their contractual and legal obligations.



## ETHICS AND BUSINESS INTEGRITY

### Businesses shall comply with the law and act with integrity

#### Guidelines towards implementation

1. Compliance with laws is ensured and verified.
2. Clients, business partners, and suppliers are treated with respect and honesty.
3. Fair competition is supported as a means of enhancing economic growth and living standards.
4. Workers have multiple grievance channels and are encouraged to speak up (anonymously if necessary) without any threat of retaliation.



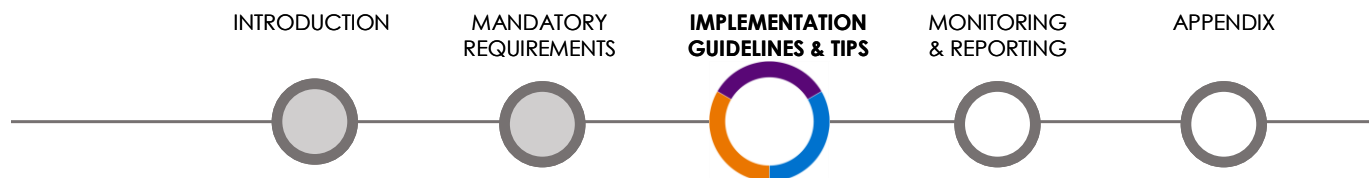
#### Tips

- Define responsibilities, actions, and timelines to prevent and identify any non-compliance of laws and regulations, including those related to social, environmental, and working issues. If non-compliance is identified, then define appropriate actions and remedial procedures.
- Exercise due diligence and conduct audits with independent third parties.
- Promote worker awareness and perform regular worker training to ensure a culture of integrity.
- Keep and maintain records of both investigations and resolutions resulting from grievances and findings of non-compliance.
- Establish a whistleblower protection mechanism.

### Businesses shall conduct fair operating practices

#### Guidelines towards implementation

1. Authenticity and transparency of procedures is maintained in order to establish a culture of integrity and to mitigate the risk of corruption, including extortion.
2. The sole purpose of business entertainment shall be to maintain good business relations and will not impact nor influence MZB's decisions on awarding future business.
3. All confidential information or intellectual property acquired or processed in the performance of one's duties belongs to MZB and shall be safely stored and protected.



#### Tips

- Identify high risk stakeholders and subsequent control measures and guidance for preventing conflicts of interest, corruption, and insider trading.
- Define policies and procedures on gift giving.
- Define responsibilities for those authorized to provide access to confidential information and define specific procedures as well as control measures for handling third-party information in order to avoid disclosing details to unauthorized persons.
- Verify that sensitive data is adequately protected from cyber and physical attacks.

## Businesses shall maintain good books and records accountability

### Guidelines towards implementation

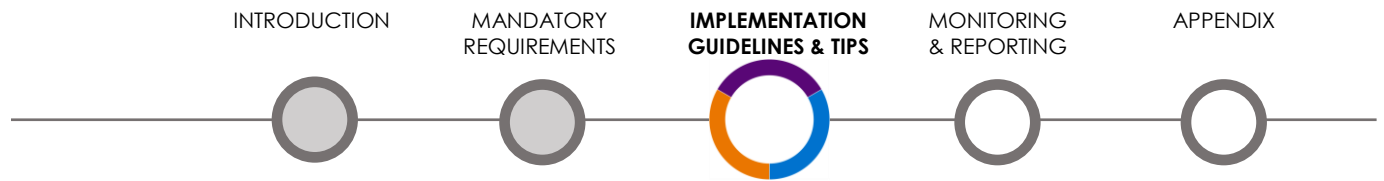
1. Records, including financial transactions, are constantly maintained in order to guarantee transparency and traceability.
2. Policies and procedures are in place to prevent any form of tax evasion and elusion, money laundering, or other similar unlawful conduct.
3. All funds, assets, or accounts that are established or maintained are disclosed and recorded.



#### Tips

- Define policies and procedures with control measures that include requirements for monitoring and implementing both preventive and remedial measures.
- Implement management systems with the capability to maintain organized, clear, and accurate records.
- Carry out regular training of high-level management on unlawful conduct to ensure compliance.





## Businesses shall respect the rights of local communities

### Guidelines towards implementation

1. The political, economic, and social structures of local communities and indigenous people, as well as their culture, spiritual traditions, histories, and philosophies are respected.
2. Land ownership and land rights are observed and protected.
3. The importance of free, prior, and informed consent (FPIC) of operational activities on those who may be affected is recognized and observed.



#### Tips

- Ensure that relevant people have the necessary information and skills to manage issues with respect to the rights of local communities and indigenous peoples.
- Carry out due diligence to map, document, and evaluate impacts on the rights, natural resources, lands, and territories of local communities and indigenous people that may be affected by supplier operations.
- Ensure free, prior, and informed consent (FPIC) prior to the approval and/or commencement of any project that may affect the lands, territories, and resources that local communities and indigenous peoples customarily own.
- Identify ways in which local communities can be engaged, without manipulation or coercion, to share feedback relating to their livelihood and well-being.



## HUMAN RIGHTS AND LABOR PRACTICES

### All workers are above the minimum age

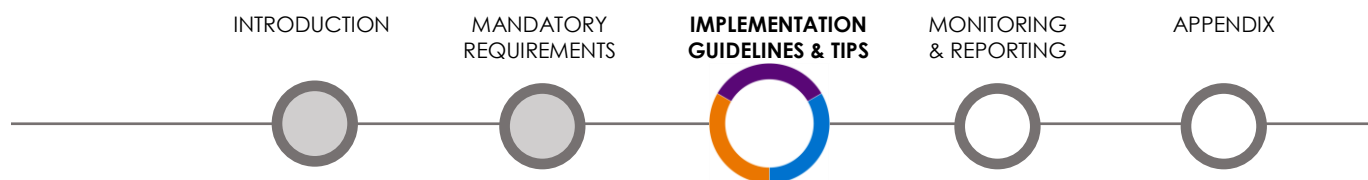
#### Guidelines towards implementation

1. Young workers' age is appropriate, as defined by International Labour Organization Conventions, and verified through a robust age verification mechanism to ensure compliance.
2. Young workers will not carry out work that may harm or negatively impact their physical, social, psychological, and/or spiritual development, nor deprive them of their childhood, dignity, education, or family.
3. Young workers' health and safety is to be considered in all circumstances and shall be protected.
4. The labor hours of young workers shall be in compliance with any national or local laws and regulations and any applicable International Labour Organization Conventions. Young workers may perform light work activities that do not affect their development nor their ability to attend school.



#### Tips

- Ensure that young workers are above the minimum age by checking valid documentation prior to employment.
- Maintain accurate records of work descriptions of all young workers.
- Evaluate means of supervision for young workers in order to guarantee their health and safety.
- Implement immediate remedial measures should a breach of working age be identified.
- Identify actions and initiatives to prevent child labor, such as monthly incentives for families to send children to school. Consider collaborating with local and international organizations for support.



## All workers have freely chosen employment

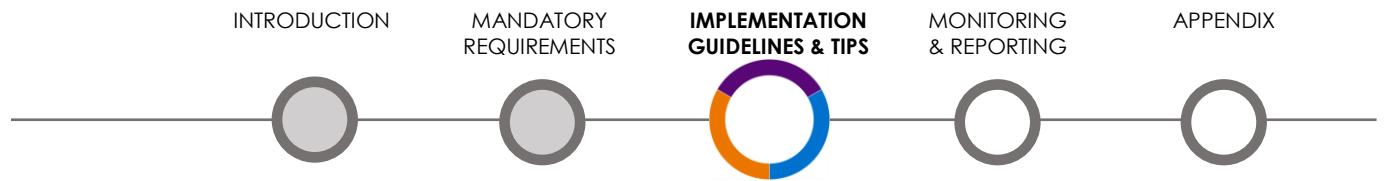
### Guidelines towards implementation

1. Workers are treated with dignity and respect and are free from violence, punishment, confinement, or any method of intimidation that leads to forced labor.
2. Workers are not required to pay in order to gain employment, such as for working permits or recruitment fees.
3. Working hours shall not exceed international standards, local and national laws and regulations.
4. Should living accommodations be provided, workers shall have access to adequate housing conditions.
5. Workers are not to be extended personal loans that incur financing charges and other debts, thus preventing termination of their employment (debt bondage).
6. Workers have the liberty to move around their working premises and to leave said premises after completing the standard working day.
7. Workers have the right to always have in their possession personal documents, unless expressly required by law for obtaining work permits. In the latter case, the employer must ensure that employees can access and retrieve all personal documents at any given time.



### Tips

- Provide employment contracts written in a language that the worker can understand.
- Include specific clauses in employment contracts detailing workers' rights and encouraging workers to ask questions and speak up if such clauses are unclear.
- Require that workers affirm their understanding of the details of their personal employment contract by requiring the worker's signature on such documents.
- Ensure that the boundaries of the work premises are decent and comfortable.
- Train managers on the topic of forced labor, ensuring that they understand what it constitutes.
- Carry out routine inspections on housing provided to workers to ensure decent and adequate living conditions that also respect local housing, health, and safety regulations.



## All workers have the right to associate freely

### Guidelines towards implementation

1. Worker organizations that are formed or joined by workers for the purpose of collective bargaining or social peace are recognized.
2. Workers do not experience negative consequences for being a member of a worker organization.
3. Workers are made aware of their rights to associate freely.



#### Tips

- Ensure that policies and procedures include the workers' rights to associate freely and to collectively bargain.
- Train managers to respect the freedom of all workers to associate freely.
- Adopt a positive and open attitude towards the activities of unions and be open to receiving collective bargaining requests.
- Define established mechanisms and processes for accepting suggestions and feedback from workers.

## All workers have reasonable working hours and rest days

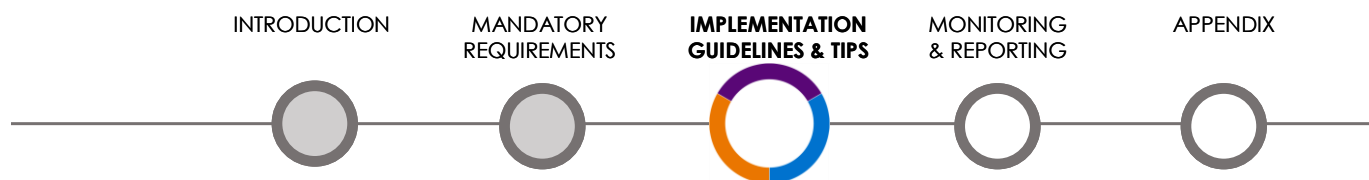
### Guidelines towards implementation

1. A regular working week shall not exceed legal limits or 48 hours per week whatever is lower.
2. Workers may voluntarily work overtime if provided with adequate rest periods and compensation. The sum of regular and overtime hours will not exceed 60 hours per week, even during peak periods (e.g. during harvest seasons).
3. Workers enjoy a rest period of at least 24 consecutive hours following every six consecutive days of work.



#### Tips

- Keep records of all normal and overtime hours performed by workers, ensuring that they do not exceed 60 hours per week.
- Plan work effectively and in a manner that prevents any potential need for excess overtime.
- Avoid excessive incentives that would persuade workers to work overtime.



## All workers are treated fairly and impartially

### Guidelines towards implementation

1. Workers, both hired or in the hiring process, are free from verbal, psychological, physical or sexual harassment, and abuse.
2. Workers, both hired or in the hiring process, are free from all forms of discrimination.
3. Workers are trained to recognize different forms of discrimination, harassment, intimidation, and abuse.
4. Managers are trained to respect the rights of both hired workers and workers in the hiring process. All shall be treated with fairness, impartiality, and dignity.



#### Tips

- Have policies in place that ensure all workers are treated with respect.
- Perform an internal assessment to identify possible situations where discrimination may occur and prepare preventative measures.
- Train management on how to carry out their duties and responsibilities in accordance with organizational policies.

## All workers are paid fair wages with access to benefits

### Guidelines towards implementation

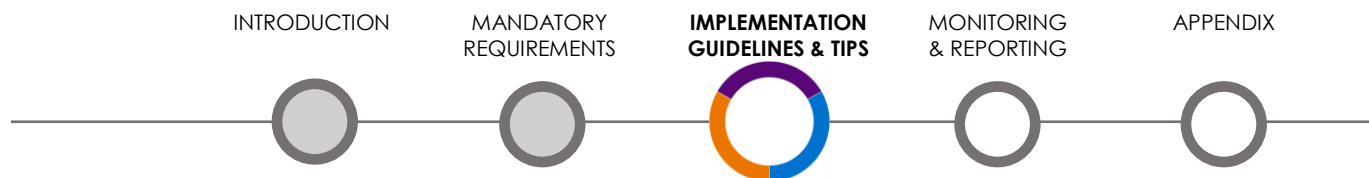
1. All workers are paid fair wages that meet or exceed the legal minimum standard in the country where they work or the appropriate prevailing industry standard, whichever is higher.
2. All workers receive their pay on time and in full.
3. Workers are aware of how wages are calculated through the provision of a wage statement.
4. Deductions to wages as a disciplinary measure are prohibited.



#### Tips

- Ensure formalized employment relations (also for temporary workers) which guarantee transparency of wages and discourage the practice of promising high salaries through informal agreements.
- Verify the practices of employment agencies to ensure that recruitment fees are in accordance with international labor rights.
- Periodically assess that the remuneration of wages matches the amount due per the employment contract.
- Provide training to workers so that they understand their compensation.
- Assess workers' wages against international living wage benchmarks, such as The Global Living Wage Coalition, to ensure that wages are sufficient to meet, at minimum, basic living needs. If any gaps are noted, address the shortfalls.





## All workers' health and safety is prioritized and overseen

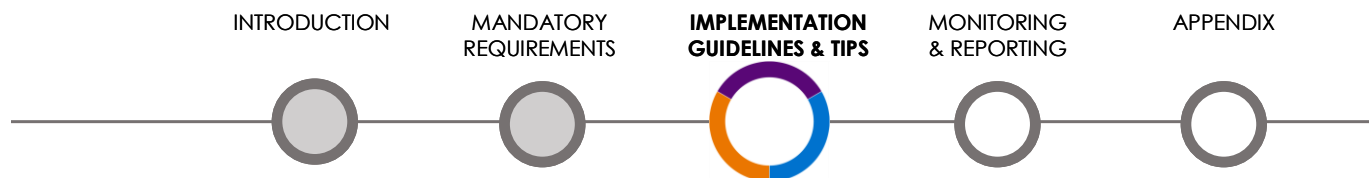
### Guidelines towards implementation

1. Workers have access to all appropriate and adequate health and safety gear and protective equipment at no cost of their own.
2. Workers have the right to refuse unsafe work and to report unhealthy working conditions.
3. There is zero-tolerance towards non-use of required personal protective equipment. Workers are periodically trained on health and safety risks and practices to prevent accidents from occurring in the workplace.
4. All workers are entitled to sick pay.
5. In case of work-related injuries or illnesses, workers have access to medical care.
6. Workers have access to potable water, toilet facilities, and sanitary areas for preparing and eating food and resting.



### Tips

- Have policies and procedures in place to guarantee adequate health and safety conditions for workers.
- Conduct audits on operations to identify, define, and monitor health and safety risks and controls.
- Conduct periodic training for both general and work-specific health and safety matters, including the proper handling of chemical substances.
- Provide workers with protective equipment that corresponds to the level of risk to which the employee is exposed. This can include eye and ear protection, proper work attire, boots, masks, first aid kits, and eye wash stations.
- Implement specific health and safety measures where the application of chemical substances is required, such as protective equipment that is properly cleaned and in good working condition. Provide appropriate clothing for applying those substances as well as shower facilities and a dedicated area for washing clothes that were used in the application.



## ENVIRONMENT

### Natural resources and biodiversity are conserved and protected

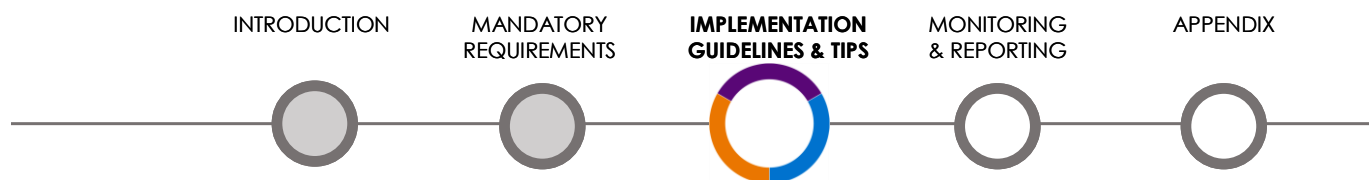
#### Guidelines towards implementation

1. Land grabbing, which refers to the large-scale acquisition of agricultural land, and deforestation are expressly prohibited.
2. Land conservation is imperative, and biodiversity and natural ecosystems are protected and preserved.
3. Local and permanent water bodies are protected to preserve the integrity of biodiversity and support the provision of sustainable access to safe drinking water.



#### Tips

- Conduct environmental due diligence and assessments for any new operational developments with the aim of protecting high carbon stock forests and high conservation value areas which are considered very significant or critically important, at a regional, national, or global level.
- Minimize, restore, and offset impacts on natural habitats arising from operations, in that order of priority.
- Implement and maintain an integrated sustainable agricultural plan that will protect, conserve, and preserve natural resources and biodiversity, such as through integrated pest management and adequate soil integrity protection (e.g. shade canopy from trees and/or vegetation).
- Implement a monitoring system to manage the amount of water consumed in operations and identify areas or phases of production that can be targeted to conserve, reduce, and reuse water. This must be considered heavily for operations that use surface and groundwater for irrigation and/or that are located in areas vulnerable to water scarcity.
- Identify the wastewater effluents that can pose risks to the integrity of water sources, biodiversity, and the accessibility to safe drinking water, and adopt adequate counter-measures accordingly.
- Adequately manage fertilizer practices to prevent excess crop nutrients and runoff from contaminating groundwater and surface water.



## Energy use and waste production is reduced

### Guidelines towards implementation

1. Encourage initiatives to reduce greenhouse gas emissions, polluting emissions, and enhance energy efficiency. The use of renewable energy wherever possible is promoted, while dependence from fossil fuel is reduced.
2. The reduction of waste is pursued for all processes. Whenever possible, waste shall be recovered and reused, while residual waste will be treated, destroyed, and disposed in an environmentally sound manner.



#### Tips

- Monitor energy consumption, greenhouse gas emissions, and polluting emissions and set related targets with the aim of enhancing energy efficiency and minimizing environmental impact.
- Implement a monitoring system to manage waste produced and disposed with the aim of moving towards a more circular model.
- Have valid and current permits for waste disposal or discharge and identify the waste treatment process that will best reduce the related environmental impact.

## All use of chemical substances is responsibly managed

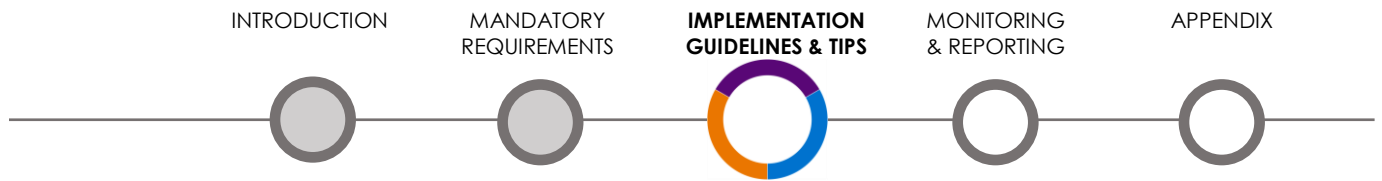
### Guidelines towards implementation

1. The use of chemical substances is to be continuously evaluated to determine opportunities to minimize use and/or to replace with natural alternatives.
2. Hazardous materials, chemicals, and dangerous substances are safely stored, handled, recycled, reused, and disposed.
3. Health hazards and exposure to chemical substances are to be minimized or prevented.



#### Tips

- Identify risks to environmental and human health based on the use of chemical substances and define adequate mitigation measures.
- If applicable, train workers and managers on the safe application of chemical substances and provide workers with appropriate personal protective equipment as indicated in the manufacturer's recommendations.
- Proactively identify and opt for alternative chemical substances that have fewer negative impacts on the environment and on human health.
- Do not use pesticides that are listed by the World Health Organization as Type 1A or 1B, or that are banned according to national, regional, or local laws.



## Packaging is innovative and sustainable

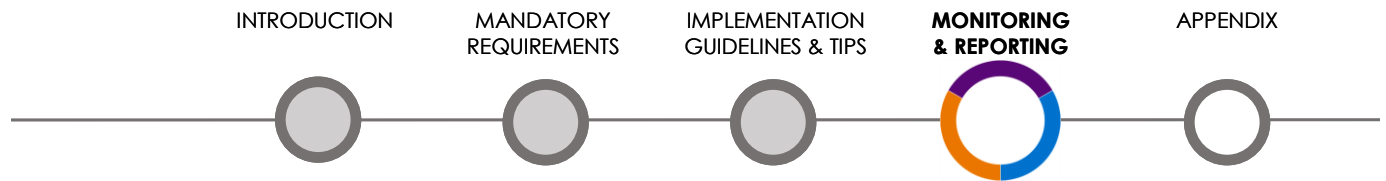
### Guidelines towards implementation

1. The use of renewable materials is preferred over the use of non-renewable materials.
2. When designing packaging, consideration shall be given to a comprehensive management approach aimed at reducing and minimizing waste:
  - a. Packaging elements are to be assessed to determine whether they can be eliminated (refuse).
  - b. Alternative materials that are lighter are to be considered, and technical feasibility is to be assessed to ensure minimal waste production (reduce).
3. Packaging products are designed to be easily reused, repurposed, or recycled.



#### Tips

- Invest in innovative and viable alternatives with a low environmental impact, considering the entire life-cycle of the product/packaging.
- Identify methods to make packaging products fully recyclable or reusable, such as packaging that can be disassembled.
- Where plastic components are required in packaging, prioritize the use of recycled or recyclable plastics.
- Where carton or paper packaging components are required, encourage the use of recycled materials or certified materials from responsibly managed forests (e.g. FSC certification).



## MONITORING AND REPORTING

To comply with the Mandatory Requirements, all suppliers are required to have relevant systems and processes in place that allow for each requirement to be continuously monitored. These practices will enable suppliers to better manage operations and identify risks. The following subsections describe the monitoring and reporting requirements that suppliers are required to fulfill.

### Monitoring

1. The Policy will be read entirely and acknowledged.
2. The Policy will be shared with all upstream suppliers.
3. Mandatory Requirements will be monitored by suppliers for their own operations as well as for activities of their upstream suppliers.
4. Mandatory Requirements will be disclosed by suppliers through self-declarations and assessments which will be verified.

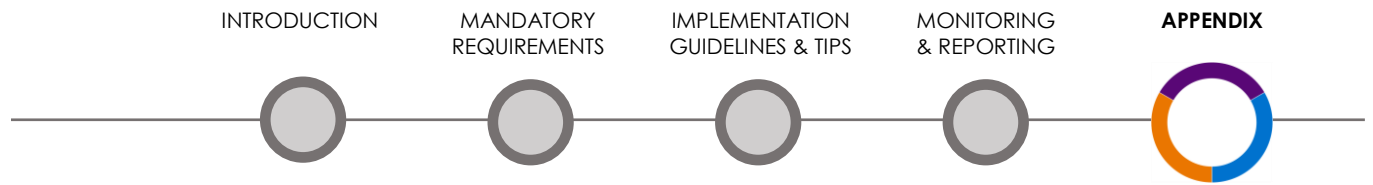
### Reporting on Breaches

1. Non-compliance to this Policy will be reported to MZB as soon as possible. Failure to do so will be considered a breach of the Policy.
2. Transparency and freedom to speak up on non-compliance will be encouraged by the supplier with no fear of retaliation.
3. In the event of non-compliance to the Policy, corrective actions and implementation plans, including a time-bound plan for remediation, must be communicated to MZB. The plan(s) will be assessed based on the extent and nature of the non-compliance.
4. Suppliers or upstream suppliers that are unable to demonstrate positive steps to remedy any unacceptable practices, based on this Policy, in a time-bound manner will be disengaged by MZB.
5. Based on the severity of any breach of this Policy, MZB can decide, at its own discretion, to terminate the business relationship and any contract(s) with the supplier immediately.

### Contacts

Please refer to your contact person for any suspected violation of this Policy.





## APPENDIX

### References

BSCI Code of Conduct

FSC Principles and Criteria of Forest Stewardship

ILO Declaration on Fundamental Principles and Rights at Work

ILO Conventions on Freedom of Association and Collective Bargaining

ILO Conventions on Hours of Work

ILO Convention on Minimum Age

ILO Conventions on Worst Forms of Child Labour

ILO Convention on Forced Labour

ILO Convention on Abolition of Forced Labour

ILO Convention on Equal Remuneration

ILO Convention on Discrimination (Employment and Occupation)

International Standard – ISO 26000:2010, International Standard – ISO 14001:2016, International Standard – ISO 45001:2018, International Standard – SA 8000

International Union for the Conservation of Nature

The OECD Guidelines for Multinational Enterprises

The 10 principles of the UN Global Compact

Universal Declaration of Human Rights

United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)