

Code of Conduct

Carl Cs' Code of Conduct is our commitment to conducting responsible business with integrity in all actions. It is also a guide to help employees make ethical decisions and follow ethical practices at work.

As a responsible business it is of the highest importance that the people who take part in manufacturing and delivering products and services are treated with dignity and respect, have good and safe working conditions and are only exposed to environmentally sound processes.

We believe that conducting business in a careful and responsible manner contributes to our competitive advantage and creates benefits for our customers. All of our employees are responsible for maintaining ethical working relationships and practices. We expect that our suppliers also follow the principles of our Code of Conduct and ensure that their production and sub-suppliers do the same.

This Code of Conduct is informed by the Universal Declaration of Human Rights.

Legal compliance

Carl Cs', suppliers and sub-suppliers must comply with all applicable national laws, regulations and industry standards. In case of a conflict between national law and Carl Cs' Code of Conduct, suppliers should consult with Carl C immediately.

Labour rights and human rights

Non-discrimination

Carl C and our suppliers will not engage in or support discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics.

All employment-related decisions such as hiring, remuneration, benefits, training, advancement, discipline, contract termination and retirement shall be based only on relevant and objective criteria.

Forced labour

Carl C and suppliers shall not participate in or benefit from any force of forced, bonded or indentured labour or human trafficking. Workers shall be allowed to move around freely and leave their place of work when their shift ends.

Wages, working hours and employment conditions

Carl C and suppliers must comply with all local laws and regulations regarding wage, overtime wages, sick leave and other elements of compensation.

Following international labour standards and safeguarding the health and safety of employees, the maximum allowable working hours in a week must not on a regular basis exceed 48 hours with a maximum of 60 effective hours per week, including overtime, however, excluding lunch and breaks, or less if dictated by national law. Under no circumstances can the work week exceed the maximum permitted under local laws or regulations.

Workers shall be entitled to at least one day off in every seven-day period.

Right to freedom of association and collective bargaining

Carl C and suppliers respect the rights of employees to associate freely and join (or not join) workers' organisations of their own choice. There shall be no dismissals, discrimination, harassment or intimidation due to association or union.

Child labour and minimum age requirements

Carl C and suppliers must not use or benefit from child labour and in all circumstances the minimum age of employment must be in compliance with the ILO conventions and national regulations. The minimum age for employment shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years (or 14 years where established by national laws in accordance with the ILO developing-country exception). Employees below 18 years must not be involved in potentially hazardous work.

Health and safety

Carl C and suppliers must provide safe and healthy working conditions and protect employees from hazards and dangers in the work place. All employees must follow the health and safety policies and procedures outlined by the company, and these procedures must at all times be in compliance with applicable laws and regulations.

Environment

Carl C and suppliers must maintain awareness of current environmental legislation and ensure legal compliance through training, awareness, operational control and monitoring.

Carl C and suppliers shall work systematically to prevent adverse environmental impacts from its activities, products and services by means of a proactive approach and responsible management. Carl C and suppliers shall report on environmental impacts and strive to make continuous improvements.

Business ethics

Corruption and bribery

Carl C and our suppliers must never engage in any form of bribery, corruption, extortion or embezzlement, or any illegal method to influence public officials, the judiciary or private parties.

New contracts with agents, intermediaries and consultants shall include a section on anti-corruption. The contract holder must comply with all applicable laws and regulations.