

Agrovista UK Supply Chain Code of Conduct

Laws and Ethical Standards

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations' Global Compact, UN Universal Declaration of Human Rights as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice.

This especially applies to:

Employment Status

Suppliers must only employ workers who are legally able to work in their organisation and are responsible for ensuring their eligibility to work through appropriate documentation.

Child Labour

The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development.

Forced Labour

Agrovista UK believes that employment should be freely chosen and therefore expects suppliers to refrain from using any form of forced, involuntary or debt bonded labour in any part of its organisation or supply chain.

Compensation and Working Hours

The supplier shall comply with the national laws and regulations regarding working hours, wages and benefits.

Equality and Diversity

Suppliers should aim to provide equality of opportunity and treatment regardless of race, caste, gender, religion, nationality, sexual orientation, marital status, age, disability, union membership or political affiliation. Suppliers are expected to support equal pay for work of equal value. Suppliers must oppose discrimination or intimidation towards employees including all forms or threats of physical and psychological abuse.

Health & Safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work related illnesses.

Monitoring / Record Keeping

Suppliers must ensure that documentation is kept to demonstrate compliance with the Code of Conduct and must provide access to that documentation upon request from the company.

Supplier Selection

Agrovista UK expects suppliers to comply with the principles in this Code of Conduct. Suppliers should also disseminate these values throughout their own supply chain and then incorporate them as part of routine improvement activities.