

SRI Sign Solution A/S is committed to comply with laws and regulations applicable to its business.

We expect the same commitment from our business partners and want to develop with them loyal, transparent, honest and sustainable business practices.

We have introduced Suppliers Code of Conduct to clearly state our expectations in the matter and establish that corporate, social, environmental and ethical responsibility is at the core of our business relations.

We encourage our business partner to understand these principles, adhere to them and implement them with the mutual aim of shared performance and value.

The Suppliers Code of Conduct adheres to the Universal Declaration of Human Rights, the UN Global Compact Principles, the general principles of the International Labour Organisation (ILO), as well as the values upheld by SRI Sign Solution A/S.

CEO Flemming Nørskov.
June 2018.

Expectation to Suppliers

The Supplier is expected to comply with the requirements of the Suppliers Code of Conduct or, in the event that they are more exacting, the legislative and/or regulatory provisions applicable in the jurisdictions where the Supplier operates its businesses.

For cases not stipulated, the Supplier must act in an ethical and professional way, adhere to the principles of integrity and honesty, and comply with the laws, regulations, agreements and industrial standards in force at the local, national and international levels, notably in terms of manufacturing, pricing, sales distribution and safety of its products and/or services.

Principles to comply with:

Non-discrimination policy

The Supplier must refrain from any discrimination in recruitment, working practices or conditions, including with regard to remuneration, benefits, advancement, discipline, redundancy or retirement, as well as any discrimination based on race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, political opinions, disability or any other category protected by the law.

Child labour

The Supplier is strictly prohibited from putting children to work who are under the legal age of the country where it operates its business. Therein, the Supplier must comply with the provisions of the ILO relating to the health, safety and morality of minors.

Forced or compulsory labour

The Supplier must by no means have recourse to, participate in or benefit from any form of forced, compulsory or involuntary labour. This includes prison work, slavery, forced labour, military labour, work contracts that cannot be ended by the workers or any form of human trafficking.

Coercion and harassment

The Supplier will treat each employee with dignity and respect and must not use corporal punishment or threats of violence or other forms of physical, sexual, psychological or verbal harassment, bad treatment or intimidation.

Health and safety

The health and safety at work of employees must be a priority for the Supplier in all significant aspects of its businesses.

Therefore, the Supplier must at least comply with all the regulations, laws and standards applicable in health and safety matters. The Supplier must take suitable measures such as policies, standards, procedures, emergency measures and management systems, with a view to preventing occupational diseases and work accidents and provide a safe and healthy working environment for its employees.

Reprisals

The Supplier must not tolerate any retaliatory action against an employee reporting in good faith bad treatment, an act of intimidation, discrimination, harassment or any breach of the applicable law or of this CoC or participating in an investigation based on such a report.

Remuneration and working time

SRI Sign Solution expects its Supplier to acknowledge the indispensability of wages to meet the fundamental needs of the employees. The Supplier must, at the minimum, conform to all the laws and regulations governing employees and the working time in force, notably those relating to the minimum wage, overtime, maximum working time, hourly rates and the other items of remuneration, and provide mandatory benefits.

Protection of the environment

The Supplier must operate its businesses in an environmentally-friendly way and comply with all the applicable laws and regulations in the country of manufacture or delivery of the products or services concerned. It undertakes to continually minimise the impacts of its businesses on the environment.

Fight against corruption and prevention of conflicts of interest

The Supplier must not tolerate, permit or practice embezzlement, money laundering, extortion, bribes or other forms of corruption in its transactions. The Supplier must comply with all local, national and international laws in force, as well as the principle adopted by the United Nations Global Compact, which stipulates that “companies must fight corruption in all its forms, including extortion and bribes.”

Confidentiality, security and protection of the data secrecy of the SRI Sign Solution

The Supplier undertakes to comply with the confidentiality of the data and business secrecy where applicable, provided by SRI Sign Solution. We expect our suppliers to respect IT and EDP security and abide by the applicable regulations.