



Code of Conduct

Blycolin Group International B.V.

In order to make our position clear to our suppliers,
Blycolin set up a Code of Conduct.



1 General Principles

We seek to develop long-term business relationships with our suppliers. The supplier relationship is based on the principle of fair and honest dealings at all times. The relationship is open-minded and straight.

The ethical principles spelled out in this Code of Conduct are grounded in the basic principles of the ILO conventions and the United Nations Universal Declaration of Human Rights.

In all its business activities and decisions, the signing/ acceding company commits to respecting the laws in effect and any other applicable provisions in the countries where it is active. Business Partners are to be able to be treated fairly. Contracts are to be upheld, whereby changes in the framework of the business environment are to be taken in to consideration.

2 Corruption / Forced labour / Child labour

2.1 Legal Requirements

The labour standards are based on the convention of the international Labour Organization (ILO) and the Universal Declaration on human rights.

2.2 Corruption and Bribery

The signing company will not make use of any kind of corruption or bribery, direct or indirect.

2.3 Employment is freely chosen

There is no forced, bonded or involuntary prison labour.

2.4 No exploitation of child labour

The signing company respects the regulations of the United Nations on human rights and children's rights. In particular, the signing company commits to comply with the minimum age for admission to as well as the prohibition and immediate action of elimination of the worst forms of child labour.

2.5 Freedom of association and the right to collective bargaining are respected

The right of all workers to form and join trade unions and bargain collectively shall be recognized. The company shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions.

2.6 There is no discrimination in employment

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Suppliers or the supplier will treat each employee with dignity and respect.

2.7 No excessive working hours

Working hours comply with the national laws. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 days period on average. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium affiliation.

3 Social Responsibility

3.1 Environmental Requirements

The signing company needs to meet at least all relevant local and national environmental regulations. Laws passed for the protection of the environment are to be obeyed. The signing company is to support environmentally minded actions on the part of its employees.

3.2 Health & Safety working conditions

The signing company guarantees protection of workers in the workplace and the workplace health protection within the scope of national provisions. They support continuous advancement of this process towards improvement of the working environment. Suppliers will provide employees with a safe and healthy workplace ensuring at a minimum reasonable access to portable water, sanitary facilities, fire safety, adequate lighting and ventilation.

3.3 Communication

Suppliers shall take appropriate steps to ensure that all employees are familiar with the provisions and rights by this Code of Conduct. These conditions should be explained in a way that the Code of Conduct is understandable.

4 Compliance

The supplier is at liberty to introduce further codes of conducts with higher requirements of ethical practice for itself and its employees.

4.1 Inspection & implementation

Blycolin intends to monitor compliance with our Code of Conduct and reserved the right to make unannounced visits to all factories producing its goods, and let an independent third party of Blycolin choices undertake audits or inspections, at any time. Suppliers will maintain all documentation that may be needed to demonstrate compliance with this Code of Conduct.

4.2 Non-compliance

Blycolin will review and may, when a supplier or suppliers does not comply with our Code of Conduct, have the possibility to terminate our business-relationship with this supplier, if necessary measures are not taken in the agreed time. In that case the supplier will not be entitled to any compensation.

4.3 Verification

This Code of conduct is a mandatory requirement for all suppliers who do business with Blycolin. New suppliers can be checked by and will be obliged to sign the Code of Conduct.