

Chargeurs Group Sustainable Purchasing Charter



By joining the United Nations Global Compact, the Chargeurs group has set the commitment of applying, promoting and supporting the fundamental Corporate Social Responsibility principles in all of its business activities. As such, the Chargeurs group agrees to comply with these principles when collaborating with suppliers, in accordance with the following reference texts:

-The Universal Declaration of Human Rights, 1948;

-The International Labour Organization Conventions, particularly with regard to minimum age and child labour, the freedom of association, the right to organise and collective bargaining, the abolition of forced labour, equal remuneration and the right to not be discriminated against in employment.

This Sustainable Purchasing Charter formally outlines what key expectations we have from our suppliers. These principles represent the minimum social and environmental standards that we expect from entities involved in the production line of our products, in order to guarantee to our customers that all those involved in the process have been treated in a decent manner regardless of the country they are working in. We expect sustainable commitment from our suppliers to comply with these principles when working with us.

1. Child Labour. Children must be at least 15 years old to work, in accordance with the ILO principles and the United Nations Convention. The rights of young workers must be respected. If an employee under the age of 18 is hired, he or she must not be assigned to dangerous or arduous tasks and must not be made to work night shifts or overtime.

2. Discrimination. Any form of discrimination based on gender, age, social class, sexual orientation, family commitments, marital status, disability, ethnic and national origin, nationality, membership to any organisation of workers including trade unions, political commitment or stance, or any other aspect is strictly forbidden.

3. Forced Labour. All forms of forced labour are strictly prohibited, as well as slavery which violates fundamental human rights. The employer must not hold back any wages, profits, goods or important documents such as ID papers as a means to force employees to continue working for the company.

4. Working Hours. The employer must comply with national laws and industry standards related to working hours and bank holidays. Furthermore, standard working hours should not exceed 48 hours per week and weekly overtime should be limited to 12 hours on a voluntary basis. Employees have the right to at least one day off per week as well as any other periods of leave provided for by national law.

5. Remuneration. The employer must provide his/her employees with at least the minimum wage required by local legislation and is strongly encouraged to pay the standard wage for the sector. If the legal minimum wage does not sufficiently cover the cost of essential living expenses, the employer is urged to provide the employees affected with additional pay. The employer must ensure that employees are fully informed of all aspects related to remuneration, additional pay as well as social and tax deductions, and that it is paid in accordance with all applicable laws and in a way that is convenient for employees. Overtime must be paid on time and at the rate required by national law. Disciplinary measures such as the issuance of fines or other deductions from pay are proscribed.

6. Freedom of Association. Employers are aware of and respect the employees' freedom of association and collective bargaining rights.

7. Occupational Health and Safety. The employer must provide his or her employees with a safe working environment and take the necessary precautions to prevent any accident or injury from occurring. Clearly defined rules and procedures on health and safety must be established and adhered to, including on the provision and use of personal protective equipment, as well as access to clean drinking water. In addition, employees must be given health and safety training that is relevant to their place of work at least once a year.

8. Environmental Impact. By applying the precautionary principle, factories must use products that are compliant with international standards and which clearly display their safety data sheets. Waste and pollution management and processes (waste disposal, handling and disposal of chemicals and other dangerous substances, treatment of emissions and effluents) must comply with the minimum requirements prescribed by relevant legislation and contribute towards minimising the environmental impact of operations.

9. Sub-contractors and Traceability. The company is urged to provide the charter to its sub-contractors. Our aim is that all stakeholders involved in the supply chain acknowledge and share our code of conduct.

10. Management System. The company must establish and implement a Corporate Social Responsibility policy, which ensures that the principles of the Charter are adhered to. This policy aims to establish clear written procedures for each point and document all activity undertaken.

Report a Violation:

Any violation of the Sustainable Purchasing Charter can be confidentially reported. If you are aware of a breach of one of the articles of this code, you can report it at: alertes@chargeurs.com

Name & Position:

Date:

Signature: