**Code of Conduct Regarding Social Responsibility According to the KRAV Standards**

Supplier examination systems are usually based on the company having a code of conduct. To make it easier for those who do not already have one, we have made a simple template which is based on the KRAV standards 16.3.2 and 16.5.1.

Adapt the template to your company, and feel free to add how your company plans to fulfil the commitments. Use of this template is voluntary.

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**Code of Conduct for [company]**

The code of conduct is a guideline for how we as a company conduct our business in an ethical and socially responsible manner. The requirements of the code of conduct are based on the UN Universal Declaration of Human Rights and the International Labour Organisation's (ILO's) core conventions.

**Human Rights**

1. We and our suppliers respect international human rights.

2. We and our suppliers prohibit all forms of forced labour, and workers must have the right to terminate their employment in compliance with local legislation and employment contracts.

3. We and our suppliers do not accept any form of child labour.

4. We and our suppliers do not accept any form of discrimination. All workers must be treated equally regardless of ethnicity, skin colour, gender, religion, political opinion, national origin, social origin, age, disability, and sexual orientation.

**Labor Law**

5. We and our suppliers comply with the labour law that exists in the country where the business is conducted.

6. We and our suppliers respect freedom of association and the right to collective bargaining on terms of employment.

7. We and our suppliers work for a safe working environment in order to reduce or prevent accidents and work-related illnesses.

8. We and our suppliers offer binding employment contracts and regulated working hours. In exceptional cases, the agreements may be oral, but they are nevertheless clear and well known by the employees.

9. We and our suppliers offer at least the statutory minimum wage, and if applicable, wages according to industry standards through collective agreements.

**Supplier's signature**

The undersigned confirms that the supplier meets the requirements of this code of conduct.

Date:

Signature:

Please print name:

Company: