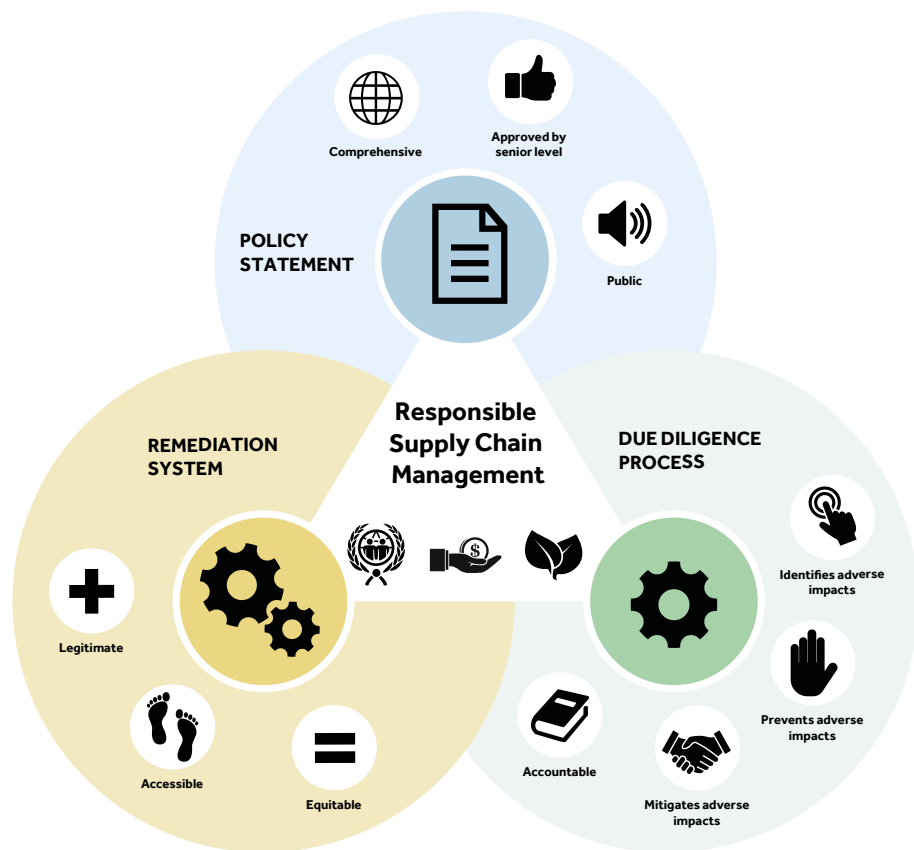


IMPA ACT Supplier Code of Conduct

The IMPA ACT Supplier Code of Conduct has been designed to lay out the expectations that a company must have from itself and its suppliers in order to ensure a responsible management of its supply chain. It details the kind of responsible supply chain management system that each company must develop in order to comply with internationally-endorsed human rights, environment and anti-corruption principles. To get the full version, please sign up as an IMPA ACT member or supporter at www.impa-act.org.



Suppliers must manage their adverse impacts on the right to:

- SELF-DETERMINATION
- NO DISCRIMINATION
- WORK
- FAIR WORK CONDITIONS
- FORM TRADE UNIONS AND STRIKE
- SOCIAL SECURITY
- FAMILY LIFE
- ADEQUATE LIVING STANDARDS
- HEALTH
- EDUCATION
- INTELLECTUAL PROPERTY
- LIFE
- NO TORTURE
- NO SLAVERY
- LIBERTY AND SECURITY
- HUMANE TREATMENT IN DETENTION
- NO DETENTION FOR INABILITY TO FULFIL A CONTRACT
- FREE MOVEMENT
- DUE PROCESS FOR ALIENS
- FAIR TRIAL
- NO EX POST FACTO LAW
- RECOGNITION AS A PERSON
- PRIVACY
- FREEDOM OF RELIGION AND THOUGHT
- FREEDOM OF EXPRESSION
- NO WAR PROPAGANDA AND HATRED
- PEACEFUL ASSEMBLY
- FREEDOM OF ASSOCIATION
- MARRIAGE AND FAMILY PROTECTION
- NATIONALITY
- PARTICIPATION IN PUBLIC AFFAIRS
- EQUALITY BEFORE THE LAW
- CULTURE, RELIGION AND LANGUAGE FOR MINORITIES



Suppliers need to make sure that they:



KEEP INCOME AND EXPENDITURE DATA AVAILABLE FOR AT LEAST THREE YEARS



DO NOT PERMIT CORRUPTION OF PUBLIC OR PRIVATE OFFICIALS



DO NOT PERMIT PAYMENT OF BRIBES OR TRADING IN INFLUENCE



DO NOT PERMIT USE OF FACILITATION PAYMENTS, UNLESS SUBJECTED TO THREATS OR COERCION



DO NOT HIRE GOVERNMENT EMPLOYEES TO DO CONFLICTING WORK



DO NOT PERMIT POLITICAL CONTRIBUTIONS OR CHARITABLE DONATIONS FOR UNDUE ADVANTAGES



DO NOT ACCEPT EXCESSIVE GIFTS, ENTERTAINMENT, CUSTOMER TRAVEL AND EXPENSES



ABSTAIN FROM NEPOTISM AND CRONYISM



DO NOT PERMIT OR PARTICIPATE IN MONEY LAUNDERING



Suppliers have to address their adverse impacts on:



EMISSIONS TO AIR



RELEASES TO WATER



RELEASES TO LAND



USE OF RAW MATERIALS AND NATURAL RESOURCES



USE OF ENERGY



ENERGY EMITTED



PHYSICAL ATTRIBUTES



ANIMAL WELFARE



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