

Baltussen Supplier Code of Conduct

Baltussen Konservenfabriek is committed to delivering the highest quality products to our customers, while respecting the environment and all those who work in our supply network. We have a history of cherished, long-term relationships with our suppliers, which we view as crucial to our success. We want to facilitate sustainability-driven choices and to enable a food network of the highest ethical standing by being a transparent link between our suppliers and customers. To ensure this, we require our suppliers to adhere to, and comply with, our Supplier Code of Conduct. Based on international standards (OECD, BSCI, ILO), we want to facilitate both our suppliers and customers in creating products of the highest quality and ethical standing.

1. Child Labour & Young workers

Every worker employed must be at least fifteen (15) years of age. In addition, all workers under the age of 18 must be protected from performing any work that could be hazardous to their health or physical, mental, or social development, and not permitted to work overtime or during hours that coincide with their obligatory education. In the event that child labourers are identified, it must be ensured that upon their dismissal they are protected from becoming vulnerable to more hazardous occupations. Robust age-verification systems must be set in place to ensure no child labour.

2. Bonded labour

No supplier may make use of any form of bonded labour, such as prison, indentured, or forced labour. In the case of migrant workers, special diligence is expected to look out for their rights and protection. Each worker must maintain possession of his or her travel documents. Any disciplinary procedures must be established in writing and explained and communicated to workers in an understandable and unambiguous manner. Workers must always be free to leave within limits of reasonable notice.

3. Disciplinary Practices

No corporal punishment or any form of physical or psychological coercion may be used on workers. Written guidelines on worker treatment and conditions must be accessible to all workers at all times.

4. Working hours

Workers should have regular working hours of no more than 48 hours per week. Overtime hours of workers may not exceed local legally defined limits, must be exceptional and voluntary and paid at 125% of regular hours.

Furthermore, all workers must receive at least one full rest day in every seven days, unless in response to qualified season requirements and/or exceptional circumstances.

5. Wages and benefits

Worker's wages and benefits must comply with all applicable laws and match the prevailing local industry practices. A living wage is preferred.

Payment of salaries should be on time and at a minimum on a monthly basis. Workers must be paid at least the local minimum wage or a wage that meets local industry standards, or whichever is greater. Hourly rates for overtime must be higher than the regular work shift. Paid annual leave and holidays, as required by law or which meet the local industry standard, must be provided, whichever is greater. All working hours and deductions must be recorded in full and accurately.

6. Discrimination

Workers may not be discriminated, excluded or receive preferential treatment based on gender, age, religion, race, social background, disability, ethnicity and nationality, political affiliation or opinions, sexual orientation, family and marital status, or disease. Workers may not be harassed or disciplined on these grounds, and we will not tolerate any form of harassment based on the above.

Additionally, we encourage our suppliers to actively strengthen the position of traditionally vulnerable groups in society.

7. Health & safety

Occupational health and safety regulations must be enforced. Cooperation between management and workers must ensure the development and implementation of systems towards ensuring a safe and healthy work environment. And systems must be in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. Effective measures must be taken to prevent workers from having accidents, injuries or illnesses, arising from, associated with, or occurring during work.

Safety of the equipment and buildings workers use must be ensured through proper management and maintenance, including any residential facilities. Effective occupational medical assistance and related facilities must be accessible, as well as drinking water, safe and clean eating and resting areas as well as clean and safe cooking and food storage areas. Effective Personal Protective Equipment (PPE) to all workers must be provided at all times with no extra charge.

8. General labour practices, legal documentation & freedom of association

Workers' rights to form unions and join organizations of their choice without repercussions and to bargain collectively must be respected and unhindered. Workers must be free to associate and organize themselves collectively without unlawful interference, and workers who participate in any such activities may not be disciplined or discriminated against. Representatives of such organizations must have access to their members under conditions established either by local laws or mutual agreement between the employer and the worker organizations. All employees must have a legally documented contract in compliance with local law. Workers must be hired on the basis of documented contracts according to local law.

9. General Legal Requirements & Ethical standards

All local and national applicable government laws and regulations must be adhered to. No form of corruption, such as extortion or embezzlement, or any bribery, may be committed. Information provided to regulatory and governmental bodies must be accurate, specifically of organizational structure and performance. Only one, accurate, administration may be kept.

10. Traceability

To provide our customers with complete traceability, it is vital for us to have an open and transparent dialogue with our suppliers. We require that our suppliers have full traceability in their production and/or supply chain of all materials originating from all sources.

11. Respect for land rights and access to natural resources

We want to be mindful and respectful of the land rights of indigenous people when it comes to land use, and ensure the security of their access to natural resources, including water. Any land use by our suppliers must comply with this.

12. Environmental responsibility

We seek suppliers who share our commitment to minimizing our impact on the environment. We encourage continuous improvement, responsible use of raw materials and natural resources, and operations designed to reduce activities that have a harmful impact on the environment.