

PACKBRIDGE MEMBER CODE OF CONDUCT

1. Introduction

- 1.1. Packbridge employ this code of conduct to ensure that all members of the cluster strive to manage and develop their business in a sustainable way with continuous improvement.
- 1.2. Packbridge takes responsibility that these expectations are equally complied with in the cluster's own management team.

2. Human rights

- 2.1. Packbridge expects its members to support and respect the protection of internationally proclaimed human rights (Universal Declaration of Human Rights (http://www.unglobalcompact.org/Issues/human_rights/index.html) and to ensure that they are not complicit in human rights abuses.
- 2.2. Forced labour: Packbridge expects its members to prohibit forced or compulsory labour in all its forms.
- 2.3. Child labour: Packbridge expects its members not to employ: children below 14 years of age or, if higher than that age, the minimum age of employment permitted by the law of the country of employment/business/operations.
- 2.4. Discrimination: Packbridge expects its members to ensure equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, age, colour, sex, religion, political opinion, national extraction or social origin and such other ground as may be recognized under the national law of the country of business.

3. Environment

- 3.1. Members of Packbridge should follow the intentions of the Paris agreement in their operations: <http://unfccc.int/resource/docs/2015/cop21/eng/10a01.pdf>
- 3.2. Packbridge expects its members to comply with existing legislation and regulations regarding protection of the environment.

4. Ethical business

- 4.1. Packbridge expects its members to adhere to the highest standards of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including but not limited to extortion, fraud, or bribery.

5. Lack of compliance

- 5.1. In the case of a member not complying with this CoC, Packbridge reserves the right to discontinue the organisation's membership and participation in the ongoing joint projects and initiatives.