



Supplier Code of conduct

Andros is concerned with running its business, internally or externally, in a responsible way, in accordance with the current laws and regulations and in a spirit of sustainable growth. This is also what claim our consumers, distributors, staff and any stakeholder concerned by the activities of our company.

Regarding our products lifecycle, Andros suppliers are a significant link in the value chain. Our company, which commits itself to respect the present Code, therefore expects its suppliers to have a similar behaviour in order to guarantee a global implementation of the ethical standards. The present Code of Conduct specifies the permanent application of norms in the conduct of business. They are minimal and not negotiable.

Each supplier commits himself to that all business relations with Andros, present or future, respect the clauses of the present Code.

Finally, Andros expects their suppliers to actively and constantly improve their economical, social and environmental performances.

Labour Standards

Forced labour

Zero tolerance is applied to forced labour, slavery, human traffic or unpaid and involuntary prison labour.

The supplier cannot, without any exception, make use of physical punishment, threat, violence, harassment or mistreatment as means of disciplinary or control methods.

Child labour

The supplier shall not make use of child labour, when this is mentally, physically, socially or morally harming to the children or if it affects abusively their scholarship. Otherwise, the supplier should promote scholarship programs for working children.

In any case the supplier has to comply with local standards and regulations.

Salary

The supplier owes a salary to his employees, as stated in the local official regulations, in particular for overtime and compensatory indemnities.

This salary must, at least, cover the basic needs of each individual.

The workers must receive written and understandable information of their employment terms and their salary, as well before being hired as on each payday.

It is prohibited to deduct whatsoever for disciplinary reasons or for any other illegal reason.

Labour time

The supplier has to make sure that he complies with the local legislation on labour time.

It is prohibited to regularly ask the employees to work more than 48 hours a week. One day off a week should be granted for rest.

Anti-discrimination and freedom of association

The supplier must prohibit all discrimination when hiring, compensating, giving access to trainings, paying raises, promotions, lay-offs, early retirements related to race, caste, origin, religion, age, handicap, gender, sexual orientation, membership in labour unions or political parties, or any other reason prohibited by the Law. All employees, without discrimination, have the right to join any labour union of their choice and participate in collective bargaining.

Health and Safety Requirements

The supplier agrees to implement health and safety regulations, in full acknowledgement of the specific risk assessment of his activity.

Premises must be built and maintained in compliance with the standards of the current regulations.

He takes the necessary measures to avoid physical injury and material damage.

He invites his employees to participate at regularly organized health and safety trainings.

He ensures quick medical care in case of emergency.

He offers access to clean sanitary facilities and drinking water.

Housing, if existent, should be clean, safe and provide basic comfort to the workers.

Business Practices

The supplier complies with all current laws and regulations of the code of business practices, in particular the combat against corruption.

The supplier cannot ever, directly or through middlemen, propose any type of personal profit in order to gain or to maintain a business or propose any other type of profit through a third party, public or private.

The supplier shall also turn down any profit of the kind offered to him in exchange of a preferential treatment by a third party.

Environmental respect

The supplier should practice with environmental respect and implement all existing laws and regulations. In the case of exports, the standards considered, from one country to another, should be the most restrictive ones.

In the case of agricultural exploitations (direct suppliers or subcontractors), it is essential to be clearly aware of the clauses of the present Code, it's meaning and implication as to the methods of cultivation.

The supplier will use the appropriate communication tools and will offer, if necessary, workshops on awareness and trainings for the Code.

Name and position of the signatory (Supplier's legal representative):

I perused the present "Supplier Code of Conduct" and I commit myself to enforce it in every respect at, of which I am the legal representative.

Date and Signature

Stamp