

BROWNS FASTENERS LTD



Cert No. RS426
Established 1953
Reg No. 521228

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Supplier Code of Conduct

This Code of Conduct defines the basic requirements for Browns Fasteners' suppliers of goods and services and their responsibilities towards social, economic and environmental issues.

All suppliers declare herewith:

- **Legal Compliance**
 - To comply with the laws of the applicable legal systems.

- **Prohibition of corruption and bribery**
 - To tolerate no form of and not engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

- **Respect for basic human rights of employees**
 - To promote equal opportunities for and fair treatment of its employees, irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
 - To respect the personal dignity, privacy and right of each individual;
 - To refuse to employ or make anyone work against their will;
 - To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - To prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
 - To provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - To comply with the maximum number of working hours laid down in the applicable laws;
 - To recognise, as far as legally possible, the right of free association of employees and to not favour or discriminate against members of employee organisations or trade unions.

- **Prohibition of child labour**
 - To employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

- **Health and Safety employees**
- To take responsibility for health and safety of its employees;
- To control hazards and take the best reasonable and possible precautionary measures against accidents and occupational diseases;
- To provide training and ensure that employees are educated in health and safety issues.

- **Environmental Protection**
- To act in accordance with the applicable statutory and international standards regarding environmental protection;
- To minimise environmental pollution and make continuous improvements in environmental protection;
- To set up or work towards an environmental management system.

- **Supply Chain**
- To use reasonable efforts to promote among its suppliers compliance with this code of conduct;
- To comply with the principles of non-discrimination with regards to supplier selection and treatment.

For further information on Supplier Code of Conduct and Responsibilities please contact Browns Fasteners Quality Management Team

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