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' employees, business partners, contractors and suppliers of all goods/services and their responsibilities towards social, economic and environmental issues.

We expect that all will show willingness to comply with the following values:

Legal Compliance

To comply with the laws of the applicable legal systems, both national and international, and adhere to all mandatory laws, regulations, and standards governing its business operations in its given jurisdiction. Including creating internal policies, training employees, and monitoring processes to avoid legal penalties, financial loss, and reputational damage

Quality

To work as part of an internationally recognised quality management system such as ISO 9001

Right to Work

To conduct all relevant checks on employees and contractors for compliance with employment law regarding rights to work before any form of employment begins.

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 by any company or individual for the purpose of influencing decision making, contrary to UK Law - The Bribery Act 2010.

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 everyone.

To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination and 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 and 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

To take responsibility for the health and safety of its employees and subcontractors.

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 such as ISO 14001

Community Engagement

Partnering with local charity events to try and deliver benefits to the local community and beyond.

Setting up new long-term working relationships with local companies to promote similar SME's who can thrive within the Morley / West Yorkshire area and improve the lives of local people.

Creating local employment and training opportunities.

Developing diversity / inclusion work-place initiatives.

Supply Chain

To use reasonable efforts to promote compliance with this code of conduct among its own supplier's & subcontractors.

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: sales@brownsfasteners.co.uk