

Suppliers ethical standards

Anyone doing business with Norwegian Refugee Council shall as a minimum meet the ethical standards as listed below, or shall positively agree to the standards and be willing to implement changes in their organisation.

Name of supplier/company: _____

CONDITIONS RELATED TO THE WORKPLACE:

We verify the following:

1. That no workers in our company will be forced, bonded or involuntary prison workers.
2. Workers shall not be required to lodge “deposits” or identity papers with their employer and shall be free to leave their employer after reasonable notice.
3. Workers, without distinction, shall have the right to join or form trade unions of their own choosing and to bargain collectively.
4. Children and young persons under the age of 18 shall not be engaged in work which is hazardous to their health or safety, including night work.
5. Children under the age of 15 (14 or 16 in certain countries) shall not be engaged in work that is detrimental to their education.
6. There shall be no discrimination at the work place based on ethnic background, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
7. Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.
8. Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, shall be prohibited.
9. Steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
10. Wages and benefits paid for a standard working week shall meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs.
11. All workers shall be provided with a written and comprehensible contract outlining their wage conditions and method of payments before entering employment.

12. Working hours shall comply with national laws and benchmark industry standards, whichever affords greater protection. It is recommended that working hours do not exceed 48 hours per week (8 hours per day).
13. Workers shall be provided with at least one day off for every 7 day period.
14. All workers are entitled to a contract of employment that shall be written in a language they understand.
15. Workers shall receive regular and documented health and safety training, and such training shall be repeated for new workers.
16. Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
17. Accommodation, where provided, shall be clean, safe and adequately ventilated, and shall have access to clean toilet facilities and potable water.
18. No Deductions from wages shall be made as a disciplinary measure.
19. Obligations to employees under international conventions and social security laws, and regulations arising from the regular employment relationship, shall not be avoided through the use of short term contracting (such as contract labour, casual labour or day labour), sub-contractors or other labour relationships.
20. All workers shall be provided with a contract of employment that shall be written in a language they understand.
21. Hazardous chemicals and other substances shall be carefully managed in accordance with documented safety procedures.

CONDITIONS OUTSIDE THE WORKPLACE:

1. Production and extraction of raw materials for production shall not contribute to the destruction of the resources and income base for marginalized populations, such as in claiming large land areas or other natural resources on which these populations are dependent.
2. Environmental measures shall be taken into consideration throughout the production and distribution chain ranging from the production of raw material to the consumer sale. Local, regional and global environmental aspects shall be considered. The local environment at the production site shall not be exploited or degraded by pollution.
3. National and international environmental legislation and regulations shall be respected.

Relationship with NRC and NRC staff members:

1. Is there any potential conflict of interest between you and your company with any NRC staff member? A conflict of interest can be due to a relationship with a staff members such as close family etc.
2. Hold necessary tax registration and paying taxes according to regulations?

This Contract is made in two original copies and hereby duly signed by both parties

We, the undersigned verify that we meet the ethical standards as listed above.

in _____, _____, _____
(city) (country) (date)

NAME: _____

NAME: _____

SIGNATURE: _____

SIGNATURE: _____

For and on behalf of NRC

For and on behalf of Supplier