



www.aslglobal.com

CONFIDENTIAL

SUPPLIER CODE OF CONDUCT

By trading with ASL Global you are agreeing to support and apply our fundamental principles in the areas of **human rights, working conditions, the environment and the fight against corruption.**

This **Supplier Code of Conduct** commits the supplier to strictly observe and comply with all the fundamental principles expressed herein, in all of its activities and sites on a worldwide basis.

Respect of this Code of Conduct by suppliers will determine the continuing commercial relationship between the suppliers and ASL Global.

1. LABOUR

Child Labour

The minimum working age is in compliance with existing country regulations and must never be less than 15 regardless of the type of activity.

The minimum age of employment or labour which, due to its nature or to the conditions in which it is exercised, may jeopardise the health, safety or morality of adolescents must never be less than 18.

Forced Labour

The employee chooses his employer freely; forced labour in all its forms is prohibited.

Employees may leave the employer freely provided they comply with advance notice specified by law.

The retention of identity papers, passports, training certificates, work permits or any other document is prohibited.

Work by prisoners is accepted on the sole condition that it is performed voluntarily and is paid.

Abuse

Inhuman treatments, physical punishments, insults, harassment, mental or physical coercion are prohibited.

Work Hours

Work hours are in compliance with country regulations. Generally speaking, the work time does not exceed 60 hours per week, with a minimum of one day of rest per week.



SUPPLIER CODE OF CONDUCT

Wages and Fringe Benefits

The minimum wage paid to employees as well as the fringe benefits are in conformity with country laws (including apprentices, trainees or employees during the trial period).

While in compliance with country laws relating to the maximum authorized labour time, overtime work is paid at a higher rate than normal hours.

The employee is duly notified of the method used to calculate wages.

Wages are paid in cash, by check or by bank transfer, to the exclusion of any other form of compensation, except in the specific cases provided for by country regulations.

Wages are paid at regular intervals and with reasonable frequency.

Deductions from wages for disciplinary reasons are prohibited.

Freedom to Express Oneself

Employees communicate freely with their superiors concerning their working conditions, compensation, etc. without fear of reprisals, intimidation or harassment.

In compliance with country laws, employees are free to join any trade union of their choice.

Equal Opportunities

Any discrimination in hiring, training, promotion, compensation, etc. based on race, colour, age, sex, sexual orientation, marital status, ethnic group, handicap, religion, membership of a political party, membership of a trade union, etc. is prohibited.

2. HEALTH & SAFETY

The Supplier provides a safe and healthy working environment for all employees working at their sites.

The supplier develops a Health and Safety (HS) organisation to define, implement and follow-up on an HS policy and HS Management System that includes compliance with local and national regulations.

Among other things, the Health and Safety policy includes:

Workers' Health and safety protection

The supplier shall identify and protect workers from any physical, chemical and biological hazards in the workplace as well as from risks associated with any infrastructures used by their employees.

SUPPLIER CODE OF CONDUCT**Hazard information and training**

Safety information for any identified workplace risks shall be made available to inform and train workers to protect them from the risk. This includes safety information about hazardous substances used: chemicals, pharmaceuticals active ingredients, intermediate products, etc.

Facility operations and maintenance

The supplier shall have programs in place to operate and maintain all its operations in the safest manner possible (manufacturing, utilities, etc.).
For the most hazardous installations (i.e. chemical processes, some pharmaceutical operations etc.), the supplier shall conduct specific risk analyses in order to implement measures avoiding any catastrophic event, such as chemical releases and/or explosions, which could cause damage inside and/or outside the site.

Emergency Preparedness and Response

The supplier shall identify and assess possible emergency situations in the workplace and minimize their impact inside and/or outside the site by implementing emergency response plans and procedures.

3. ENVIRONMENT

The supplier ensures programs are in place at all their sites in order to minimise environmental impact of their activities.

The supplier uses his best efforts to reduce and even eliminate emission sources generated by his activities, to preserve natural resources (water, and non-renewable resources), avoid or minimize the use of hazardous substances and when possible to promote waste recycling or re-use.

The supplier has an Environmental department (or responsible person) that defines, develops, implements and maintains an Environment policy governing an Environmental management system. This system assures compliance with local and national laws and regulations.

Compliance with Legal and Regulatory Requirements

The supplier ensures compliance with all country regulations and recommendations relating to environmental protection in force within the countries where it carries out its activities.

The supplier has the appropriate certificates and/or permits allowing it to operate. Environmental reports are prepared in accordance with country regulations. They are available at the sites.

SUPPLIER CODE OF CONDUCT

Effluents and Emissions

The effluents and industrial wastewater are measured, tested and treated before release into the natural environment.

The hazardous substance emissions into the atmosphere are measured, tested and treated before they are released.

Waste

Waste is re-used or recycled everywhere where it's possible.

The supplier ensures that waste, particularly hazardous waste, is managed at the site level: handling, storage, recycling, etc.

The supplier ensures that all wastewater effluent is discharged at authorized treatment plants. The traceability of their disposal is assured.

Pollution Prevention

The supplier makes sure that all the substances presenting an environmental risk are identified, labelled and stored in order to prevent any risk of pollution in the event of accidental emission or discharge.

An emergency preparedness personnel and procedures are in place to treat any accidental event presenting an environmental risk to site property or ground water.

Resources Management

The supplier does his best to reduce energy and water consumption as well as non-renewable natural resources.

Climate change

The supplier measures its greenhouse gases emissions and pledges to voluntarily reduce them.

4. ETHICS

The supplier is committed to working against all forms of corruption, including extortion and bribery.

The supplier must refrain from proposing to an ASL Global employee any sum of money, gifts, loans, rebates, valuable objects, with the exception of presents or promotional gifts of reasonable value which are in compliance with all applicable laws, rules, and regulations.



www.aslglobal.com

SUPPLIER CODE OF CONDUCT

MEASURING PROCEDURES, TOOLS AND INDICATORS

The supplier possesses all of internal measuring procedures, tools and indicators that are necessary to guarantee adherence to the principles listed above.

COMPLIANCE ASSESSMENT

The supplier authorises ASL Global and, at ASL Global sole discretion, ASL Global clients or 3rd party representatives, to check compliance to these principles upon provision of reasonable notice to the supplier.

REFERENCES

Global Compact

<http://www.unglobalcompact.org/>

International Labour Organization

<http://www.ilo.org/>

International Organization for Standardization

<http://www.iso.ch/iso/en/ISOOnline.frontpage>

Signed for and on behalf of the Supplier:

Signed:	_____
Name:	_____
Position:	_____
Date:	_____

