



## **EFIBCA Code of Conduct**

### **for the Flexible Intermediate Bulk Container Industry**

Edition 2.0, dated 1 April 2019

#### **Preamble**

The member companies of EFIBCA are committed to their social and environmental responsibility within the framework of their entrepreneurial activity (Corporate Social Responsibility).

The present EFIBCA Code of Conduct (CoC) is a voluntary agreement, through which member companies wish to guarantee particularly the observance of globally recognised principles of ethical and moral behaviour as well as the standards of proper business conduct in the areas of competition and antitrust law (compliance). This also means promoting fair and sustainable standards dealing with suppliers and customers as well as own company personnel.

The companies recognising the CoC regularly inform their company personnel on the ethical aims and behaviour principles of this code of conduct. Moreover, they aim for business partners to also accept these standards.

The EFIBCA Code of Conduct is designed as a negotiated agreement. The certification of participating companies is carried out by the EFIBCA secretariat.

#### **I. General provisions**

##### **1. Scope**

This CoC is valid for all branches and production sites of the company.

##### **2. Laws, standards and ethic behaviour**

The company adheres to the valid laws and standards of the respective countries it is active in. It takes guidance from the general ethic values and principles, especially integrity, righteousness as well as human dignity.

### **3. Business partners, authorities and consumers**

The company practices according to the generally recognised business practices of fairness and honesty. It deals truthfully with authorities. Standards protecting consumers are adhered to.

### **4. Trade secrets**

Trade secrets of business partners will be treated strictly confidentially by companies and their members. Passing on confidential information to third parties or making this information publicly available is forbidden. This continues to be the case for company members even after the employment has been terminated.

## **II. Antitrust and competition law requirements**

### **1. Antitrust law**

The company is committed to a fair competition. Laws protecting fair competition, particularly antitrust law and other competition regulating laws, are adhered to.

Collusion on prices or other conditions, sales areas or customers as well a misuse of market power contradict the principles of the company.

### **2. Bribery, bribability and corruption**

The company opposes bribery and corruption and does not tolerate such behaviour.

The employees are to take care not to create personal dependencies or obligations towards customers or suppliers. In particular, employees are not allowed to accept or make gifts which, under reasonable contemplation, could influence business decisions.

In case gifts are part of a country's custom, it is important to note that no binding dependencies are created and local legal standards are adhered to.

Contravention will routinely have legal consequences.

## **III. Global conventions**

### **1. Human Rights**

Internationally recognised human rights<sup>1</sup> are supported explicitly and consistently.

Equally, in the case of disciplinary measures, all company personnel are to be treated with dignity and respect. Such measures must only take place in accordance with the current national and international standards and internationally recognised human rights.<sup>1</sup>

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<sup>1</sup> General Declaration of Human Rights – UN-Doc. 217, UN Human Rights Charter.

## **2. Child Labour**

Child labour and any kind of exploitation of children and adolescents is rejected. The corresponding laws are adhered to.<sup>2</sup>

## **3. Forced labour**

Any kind of forced labour, debt bondage, slave work or slavery or similar situations are rejected. Company members must not be forced to work through means of violence or intimidation, neither directly nor indirectly.<sup>3</sup>

## **4. Wages**

All employees in full time employment shall receive a fair salary covering at least their basic needs. The wages are to be paid in a practical way (cash, cheque, bank transfer) and payroll accounting has to be made available to a reasonable extent.<sup>4</sup> The right of employees to freedom of association, freedom of assembly and collective bargaining in as far as this is legally admissible and possible in the respective country, shall be respected.<sup>5</sup>

## **5. Working hours**

Working hours correspond to valid national laws, industry standards or relevant ILO conventions. Extra work has to be done on a voluntarily basis.<sup>6</sup>

## **6. Health and employment protection**

The national and international regulations for securing health and safety at work are adhered to. Relevant systems to avoid risks for health and safety are to be set up.<sup>7</sup>

## **7. Environmental protection**

The company adheres to the goals of sustainable environmental protection. Environmentally friendly production methods are aimed for in this context. In accordance with the principles of the Rio Declaration on Environment and Development of the United Nations<sup>8</sup>, the company deals responsibly with natural resources.

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<sup>2</sup> See. ILO Conventions 138 and 182

<sup>3</sup> See. ILO Conventions 29 and 105

<sup>4</sup> See ILO Conventions 26 and 131

<sup>5</sup> See ILO Conventions 87 of 1948 and 98 of 1949

<sup>6</sup> See ILO Conventions 1 and 14

<sup>7</sup> See ILO Convention 155

<sup>8</sup> 27 principles of the Rio Declaration on Environment and Development, decided upon by the United Nations Conference on Environment and Development (UNCED), Rio de Janeiro, 1992

## **IV. Ethical and social principles**

### **1. Non-discrimination**

The company opposes discrimination on employment or occupation, in particular a discrimination because of race, ethnic or national origins, colour of skin, gender, or mental and physical disability, age, creed, membership of a trade union or any other personal traits.<sup>9</sup>

### **2. Molestation**

The company disapproves of physical, psychological or sexual violence.

### **3. Freedom of opinion**

The right to freedom of opinion and free expression of opinion is warranted.

### **4. Privacy**

Privacy is respected.

## **V. Observance of the Code of Conduct**

### **1. Measures**

The company presents the Code of Conduct to company members in a suitable form and given intervals, and ensures that it is adhered to.

### **2. Certification**

A requirement for the certification is a regular survey of members taken every two years within the framework of self-disclosure.

The certified companies can be made public in an appropriate way through EFIBCA. The participating companies acquire the right to use the EFIBCA logo for the Code of Conduct.

If the companies do not fulfil or cease to fulfil the certification requirements, the certification will be withdrawn.

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<sup>9</sup> See ILO Conventions 100, 111, 158 and 159