

Overview

This Code of Conduct defines the basic requirements placed on Randack Group (following Randack) concerning responsibilities towards their stakeholders and the environment. Randack reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the Randack Compliance program.

Labor and Human Rights

Child Labor

In the absence of local law, Randack may not employ workers under the age of 14. Workers under the age of 18 may not perform work likely to jeopardize their health, safety or education.

Forced Labor

Randack must not participate in human trafficking; use forced, involuntary or slave labor; or purchase materials or services from companies using forced, involuntary, or slave labor. Randack must be able to certify that materials included in products comply with the slavery and human trafficking laws of the country or countries in which they do business.

Hiring and Employment Practices

Randack hiring practices must include verification of workers' legal right to work in the country and ensure that all mandatory documents, such as work permits, are available.

Randack is expected to support diversity and equal opportunity in their workplaces. Randack must also prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation or marital status.

Harassment

Randack must treat all workers with respect and dignity. Randack may not subject workers to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse. Randack may not use monetary fines to discipline employees.

In addition, Randack must provide an environment that allows employees to raise concerns without fear of retaliation. Where it is allowed by law, Randack should have a system that allows employees to anonymously report their concerns.

Compensation and Working Hours

Randack must comply with applicable wage and hour labor laws and regulations governing employee compensation, especially existing payment legislation, and working hours. Randack should conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.

Health and Safety

Randack must provide workers with a safe and healthy work environment. Randack should take proactive measures that support accident prevention and minimize health risk exposure.

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Environment

Randack is expected to conduct their operations in a way that minimizes the impact on natural resources, the environment, customers and employees. Randack must ensure their operations comply with all laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal. Randack must maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with laws and regulations. Randack may be required to validate this origin.

Ethics

Improper Payments

Bribes, kickbacks, and similar payments are strictly prohibited. This ban applies even when local laws may permit such activity. Employees, suppliers, and agents acting on behalf of Randack are strictly prohibited from accepting such considerations under any circumstances.

Confidential Information

Proper management of confidential information is critical to the success of Randack. Randack must protect all information, electronic data and intellectual property with appropriate safeguards. Any transfer of confidential information must be executed in a way that secures and protects the intellectual property rights.

Management System

Randack have a management system that ensures the comply with applicable laws, regulations and customer policies; and identify and reduce operational risks related to this code. The system also promote continuous improvement and compliance with changing laws and regulations.

Communication

Randack enforcing this Code of Conduct by communicating its principles to their supervisors, employees, and suppliers.

General

Randack must comply with the laws, rules, regulations, and policies of the countries and locations in which they operate.

Regarding questions of this Code of Conduct, do not be hesitate to contact us.

NON-COMPLIANCE REPORTING

Violations of this Code of Conduct for Randack can be reported confidentially any of the following ways.

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