

BSCI Code of Conduct

I.PREAMBLE

“E.Miroglio” EAD is committed to the highest standards of product quality and business integrity in its dealings with business partners and ensuring that working conditions are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally and socially responsible. In selecting qualified business partners, “E.Miroglio” EAD will be giving preference to those that are socially and environmentally progressive.

Fundamental to adopting our Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules and regulations of the countries in which it operates. This Code encourages business partners to go beyond legal compliance, drawing upon internationally recognized standards in order to advance social and environmental responsibility.

II.BSCI PRINCIPLES

1.The rights of freedom of association and collective bargaining



Our enterprise respects the right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining.

2.Fair remuneration



Our enterprise respects the right of workers to receive fair remuneration.

3.Occupational health and safety



Our enterprise respects a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.

4.Special protection for young workers



Our enterprise provides special protection to any workers that are not yet adults.

5.No bonded labour



Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour

6.Ethical business behaviour



Our enterprise does not tolerate any acts of corruption,extortion,embezzlement or bribery

7.No discrimination



Our enterprise provides equal opportunities and does not discriminate against workers

8.Decent working hours



Our enterprise observes the law regarding hours of work

9.No child labour



Our enterprise does not hire any worker below the legal minimum age

10.No precarious employment



Our enterprise hires workers on the basis of documented contracts according to the law.

11.Protection of the environment



Our enterprise takes the necessary measures to avoid environmental degradation.

Executive Director
of the company "E.Miroglis" EAD

/Mr. Gaetano Rimini/

