



CODE OF CONDUCT
PAPU

2019



Papu has made its first Code of Conduct in the beginning of the year 2019. Our principle is to make one each year and start to report annually about our achievements and steps towards more sustainable future. Next year we will publish our first Sustainability Report to point out our development in Sustainable goals.

FAIR PLAY

We expect all our suppliers to share our commitment to the welfare of workers and environment. Here are our main corporate responsibility fields to follow throughout our supply chains:

FAIRNESS



EQUALITY



SAFETY



ECO-FRIENDLY



PAPU IS COMMITTED TO
RESPECT THE HUMAN
RIGHTS AND ENSURE
SUSTAINABLE WORKING
METHODS.

FOREWORD

Papu is committed to respect the human rights and ensure sustainable working methods. Our Code of Conduct's aim is setting up the values and principles that Papu strive to implement in the supply chains. Our Code of Conduct is based on international conventions such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, UN Guiding Principles for Business and Human Rights and International Labour Organization (ILO) Conventions.

The principles set out in the Code of Conduct represent minimum expectations that Papu have for their suppliers and other subcontractors.

FAIRNESS

WORKERS' RIGHTS

All Papu's business partners shall have a written employment contracts with all employees. Employment contracts must be written in the local language and include the employment terms and conditions.

NO BONDED LABOUR

Papu does not accept any form of forced, bonded or non-voluntary labour. Every employee shall be treated with respect and dignity. Business partners shall ensure that migrant workers have the same entitlements as local employees. All workers shall have right to leave work and freely terminate their employment without any punishment.

WORKING HOURS

All Papu's business partners shall ensure that workers are not required to work more than 48 regular hours per week. Overtime work must be exceptional, always voluntary for employee and compensated in accordance with the law. Overtime hours should never exceed 12 hours per week.

Furthermore, business partners shall grant their workers the right to resting breaks in every working

WAGES

All Papu's business partners shall respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families. Wages must be paid regularly on time, refer to regular working hours and shall reflect the skills, education and experience of the employee.

Business partners shall pay at least the statutory minimum wage, the prevailing industry wage or the wage negotiated in a collective agreement, whichever is higher.

ANIMAL WELFARE

Papu does not accept any harm or cruelty to animals during production. Business partners shall ensure that materials derived from animals are from animals that are treated according to the animal welfare laws and international recommendations.

EQUALITY

NO DISCRIMINATION

Papu does not accept any discrimination. Business partners shall not discriminate employee because of gender, age, religion, race, caste, pregnancy, disability, social background, sexual orientation, political opinions, diseases or any other condition that could give rise to discrimination. Workers shall not be harassed or disciplined on any of the grounds listed above.



FREEDOM OF ASSOCIATION

All Papu's business partners shall respect the employees right to form or join associations of their own choosing and bargain collectively. Discrimination against workers because of trade union membership is not allowed.

When operating in countries where trade union activity is unlawful, business partners shall allow workers to freely elect their own representatives with whom the company can enter dialogue about workplace issues.

SAFETY

HEALTH AND SAFETY

All Papu's business partners shall ensure a safe and healthy work environment for all employees. The premises must be regularly maintained and cleaned and must provide a healthy working environment.

Business partners shall ensure that there are systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. Hazardous equipment or unsafe buildings are not accepted.

Relevant first aid equipment must be available. Emergency exits must be clearly marked and unblocked. Everyone must have right to exit the premises from imminent danger without seeking permission.

Business partners shall ensure access to drinking water, safe and clean eating and resting areas as well as clean and safe cooking and food storage areas.



ECO-FRIENDLY



ENVIRONMENT

All Papu's business partners must respect the environment and comply with all environmental laws in the countries in which they operate. Business partners must have the relevant environmental permits for their operations.

Water is a scarce resource in many parts of the world and should be used as efficiently as possible. Business partners must ensure that all wastewater is treated and disposed according to the local legislation.

Business partners shall work to improve resource efficiency and reduce waste during their production. All waste must be taken care of in responsible manner and in accordance with local laws.

CHEMICALS

All Papu's business partners must follow the current European Chemical regulation REACH. Also all Papu's business partners must follow the regulations of OEKO-TEX® 100 Class 1 standard.



PAPU

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