







2.1.5 The company observing the code shall assign responsibility for health and safety to a senior management representative.

2.1.6 Workers are to be provided with appropriate support so as to ensure their wellbeing and mental health.

### 3. Business ethics & economic development

#### 3.1 Compliance with legislation and social norms

3.1.1 As a minimum, comply with all laws and regulations of the countries they are working in, manufacturing in or trading with, as applicable.

3.1.2 As a minimum, comply with all financial regulations and taxations of the countries they are working in, manufacturing in or trading with, as applicable.

#### 3.2. Fair business practices

3.2.1 Not be involved in any way with acts of corruption or bribery, or support acts of conflict, violence or terrorism or abuse of individual people or communities.

3.2.2. Not force unsustainable or unfair contract terms on their suppliers, or throughout their supply chain, nor allow unfair exploitation of a dominant market or customer position.

3.2.3 Support fair trade conditions for producers, where applicable.

3.2.4 Appoint sub-contractors through an open and fair process such as public advertising of such opportunities wherever possible.

3.2.5 Act at all times with respect and integrity, including open and transparent accounting.

#### 3.3 Whistleblowing

3.3.1 Provide an accessible whistleblowing service.