



FOSS

The FOSS Code of Conduct



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FOSS has a history of working closely with business partners. Our procurement teams build relationships with our business partners ensuring that they provide the best value with respect to quality, delivery and costs. We collaborate with our business partners and assist them in meeting our requirements and expectations.

FOSS has always believed that being profitable and responsible go hand in hand: It is part of our philosophy, values, and the way we do business. Thus, it was a natural step for FOSS to become part of the UN Global Compact, the world's largest sustainability initiative, with over 10.000 business participants. As a signatory to the UN Global Compact, FOSS is committed to integrate the ten principles in the areas of human rights, labour, the environment and anti-corruption into its operations. Moreover, we are committed to advance the UN Global Compact's ten principles in our sphere of influence, including the supply chain.

This Code of Conduct outlines the expectations we have to our business partners with respect to the UN Global Compact's ten principles. FOSS believes that responsible procurement is essential to the way we do business and provides benefits not only to ourselves, but to you, our business partners, suppliers, and society at large.

BUSINESS ETHICS

FOSS expects that business partners will not engage in any form of bribery or corruption, including the offering, requesting, or receiving of bribes, monetary or otherwise; nor engage in unethical or fraudulent practices. FOSS also prohibits the use of payments made to government officials to speed up or facilitate the performance of routine, non-discretionary services or actions, such as issuing a license or permit. Fees paid in accordance with official government procedures accompanied by receipts for payment are permissible.

FOSS is committed to collaborating and working with business partners who share our belief in acting responsibly. If a business partner does not live up to our expectations, prompt action shall be taken by the business partner to address any violation. In cases where a business partner does not rectify a violation, we reserve the right to terminate the business relationship.

ETHICS

RESPECT

INTEGRITY

HONESTY



HEALTH AND SAFETY

All employees are entitled to a safe and healthy environment in their workplace. The business partner shall ensure that training and protective equipment are provided to employees, and actions are taken to avoid accidents. Sanitary equipment, canteens and housing provided to employees must be built and maintained in accordance with applicable legal requirements. As a minimum, the company must provide employees with drinking water, clean toilets in adequate number, adequate ventilation, emergency exits, proper lighting and access to medical care.

WORKING HOURS

Business partners must ensure that applicable national legal requirements on working hours, including overtime and work benefits are complied with. Workers shall be allowed at least one day off every seven days, and over-time shall be voluntary.

SALARIES

At a minimum, salaries should correspond with national salary legal requirements and meet employees' basic living needs. Compensation for overtime hours shall be at a higher rate than for normal working hours.

CHILD LABOUR

FOSS does not employ children and neither supports, encourages or endorses any form of child labour as defined by ILO Conventions on child labour. Business partners must not employ children under the age of 15, or if local legislation sets a higher minimum age, then the legal limit shall apply.

FREEDOM OF ASSOCIATION

Business partners shall respect the legal right of employees to voluntarily join or form trade unions, as well as bargain collectively in negotiations with management on key conditions of employment. Where the right to freedom of association and collective bargaining is restricted under law, the employer does not hinder the development of parallel means for free association and bargaining.

FORCED LABOUR

Business partners does not do forced, bonded or compulsory labour and ensures that employees are employed voluntarily and of their own free will. No employee will be forced to accept employment, work overtime or have their identification papers retained.





EQUAL OPPORTUNITIES

Business partners must ensure that employees are treated equally regarding recruitment, advancement, job training and salary. All employees have the same opportunities regardless of gender, age, race, ethnicity, sex, religion, sexual orientation, etc. Personal privacy is respected; discrimination and verbal or psychological harassment is not tolerated.

THE ENVIRONMENT

We expect that our business partners take measures to reduce their environmental impact particularly in the areas of chemicals and hazardous waste, wastewater, water and energy usage. The distributor shall always comply with national legislation and legal requirements.

DATA ETHICS

FOSS has established a global Data Ethics Policy regarding responsible and sustainable use of data and new technologies. We therefore also expect our business partners to work actively with data ethical considerations to the extent relevant (i.e. being a third party data or technology provider).

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