

	SUPPLIER CODE OF CONDUCT	ALG 05 REV.: 01
		DATE: 06-06-2025

Supplier Code of Conduct

Champi-mer

At Champi-mer, we are committed to sustainable, fair and transparent relationships with all our suppliers. This Supplier Code of Conduct ('the Code') reflects our commitment to international standards on human rights, working conditions, environmental protection and ethical business practices. The Code is based on the ETI Base Code, the Ten Principles of the UN Global Compact and inspired by good practices. Compliance with this Code of Conduct is a prerequisite for cooperation with Champi-mer.

1. Scope

This Code applies to all suppliers of products, services or materials to Champi-mer, including subcontractors and agents. Suppliers are responsible for their own suppliers' compliance with this Code.

2. Labour and human rights

2.1 No forced labour: There should not be any form of forced labour, slavery, human trafficking or physical or psychological pressure. Workers must be employed voluntarily and be free to terminate their employment contracts.

2.2 No child labour: Child labour is prohibited. The minimum age of employment must comply with the legislation in the country of employment and must not be lower than 15 years. Young people under the age of 18 should not perform hazardous work.

2.3 Equal treatment: Discrimination based on race, gender, religion, age, sexual orientation, disability or any other status is not allowed.


2.4 Freedom of association: Employees have the right to associate and engage in collective bargaining.

2.5 Wages and working conditions: Wages must comply with statutory or collective bargaining standards. Overtime should be paid correctly.

2.6 Working hours: Employees must not work more than permitted by law and are entitled to rest days.

3. Health and Safety

Suppliers must ensure a safe and healthy workplace, including access to clean drinking water, sanitation, protective equipment and adequate housing where applicable.

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4. Environmental responsibility

Suppliers should limit their impact on the environment through resource efficiency, reduction of waste and emissions, and combating deforestation.

5. Ethical business practices

5.1 Anti-corruption: No form of bribery or fraud is allowed.

5.2 Competition and trade: Suppliers must promote fair competition and comply with trade laws.

5.3 Data and intellectual property: Confidential information and personal data must be protected.

6. Transparency and monitoring

Champi-mer reserves the right to carry out audits of suppliers and subcontractors.

7. Reports and complaints

Suppliers must provide a safe and accessible reporting procedure through which employees and other stakeholders can report possible abuses or violations of this Code of Conduct. Reporters must not be disadvantaged or sanctioned in any way for making a report in good faith. Suppliers should treat reports seriously and follow up appropriately.

8. Consequences of non-compliance

Non-compliance may result in suspension or termination of cooperation with Champi-mer.

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Contact: info@champimer.nl