

Milestone Presentation AG

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PSI - Member



Code of Conduct

1. Compliance with national laws and regulations, compliance with industrial standards of the branch and compliance with the guidelines of ILO and UNO.
2. Employees have the right to gather freely and to negotiate as a collective. The employees have the right to form and join unions and use the union to negotiate with their employer collectively. The employer does not interfere or attempt to influence these activities.
3. No discrimination based on gender, age, religion, colour, race, nationality, political conviction, sexual orientation or any other reason.
4. The wages for regular working hours, overtime and the compensation for overtime have to comply with the legal minimum wage and industry standards. They have to provide the employee with a safe existence.
5. Work hours must not exceed 48 hours a week and have to comply with national laws and industry standards. Public holidays have to be adhered to. Overtime (maximum 12 hours per week) have to be on a voluntary basis only and require additional pay.
6. Effective safety measures must be in place to assure the health and safety of the employee at their place of work. These measures include accident prevention strategies for the work processes, using personal safety equipment, good hygiene at the place of work and in the sanitary facilities
7. Child labour and any kind of exploitation of young people strictly forbidden.
8. The employees are to be treated politely and respectfully. Forced labour and prison labour are forbidden. It is forbidden to withhold identity papers and similar legal documents.
9. Environmental standards and laws in relation to all steps of production are to be adhered to. Water and air emissions are to be avoided, in particular when processing waste, handling chemicals and other dangerous substances.
10. In order to ensure the safety of the employees and the consumers, any materials with the potential to cause damage to humans or the environment have to be avoided during production.

Our suppliers confirm that they will adhere to the code of conduct
Our agents on site will ensure / control adherence to the code on a local level.

Münchenstein, January 2010