



CODE OF CONDUCT

OVS intends to establish supply relationships based on shared objectives of effective support to the business, creating a positive impact on the environment and local communities while contributing to the improvement of factory working conditions and the economic development of production sites.

This Code of Conduct aims to describe certain binding requirements for suppliers, in seeking out a continuous improvement of their practices in terms of transparency as well as environmental and social sustainability.



PERSONNEL

2.1 OVS suppliers can only employ workers who have reached the minimum age for admission to employment pursuant to local law, in accordance with ILO Conventions Nos. 138 and 142.

2.2 All young workers aged between the minimum legal age to 18 years must be identified in a register; they cannot be employed in dangerous functions, work overtime, or work night shifts. Work activities must not interfere with their education or health, nor their physical, mental, spiritual, moral and social development.

3.1 OVS suppliers must not directly or indirectly use forced labour of any kind. Among these, work under threat, the use of non-consenting prisoners, the use of the so-called Sumangali Scheme and bonded labour to pay debts are particularly prohibited.

3.6 Employers cannot withhold workers' identity documents.

4.3 As relates in particular to women, discrimination linked to any potential pregnancy (such as a pregnancy test request and/or psychological pressure during hiring and/or during the employment relationship) is prohibited.

5.1 OVS suppliers must guarantee their workers the right to join any trade union or association of their own choosing, and to take part in collective bargaining agreements in forms legally recognised in the country in which they operate.

6.3 OVS suppliers must provide a proper salary by way of ordinary and overtime wages to workers, paid in a timely manner in accordance with local laws and any collective agreement in place. All workers must receive a clearly-stated paycheck.

6.5 Overtime must be arranged in a consensual manner and paid at a higher wage than ordinary work. Employees are entitled to a minimum of 24 consecutive hours of rest every seven days.

7.2 All workers must have a safe and healthy place of work: the temperature and aeration of the environment must be adequate in all seasons of the year; lighting must be suitable in relation to the activity carried out for all working hours; sanitary services must be clean and in adequate number for the workers present, and separate for men and women. Workers must be able to have access to the above without unreasonable restrictions.

7.9 OVS suppliers must provide workers with appropriate personal protective equipment, as required by local laws and industry standards, at no cost to the worker. All workers must use obligatory protective equipment during working hours.

7.11 In countries where there is a public security organisation to protect workers from accidents at the workplace, suppliers must pay medical expenses for any accident that occurs during working hours.



ENVIRONMENT

9.1 OVS suppliers must comply with all laws and regulations applicable on environmental protection in the country in which they conduct their activities.

10.3 Chemical containers must be marked by a warning label, and accompanied by a data sheet and clear instructions for use. Containers should be kept in good condition in order to avoid potential chemical spills, and protected by barriers to prevent any accidental damage. Persons authorised for the use of such substances must be periodically trained on their proper use.

11.2 Workers who handle hazardous waste must be put in the conditions to understand the risk associated with hazardous waste, and protect themselves and the environment from damage caused by its improper management.



TRANSPARENCY

17.1 Suppliers are held to not to practice or tolerate any form of corruption, extortion or embezzlement. They cannot offer or accept illegal incentives from their business partners. OVS suppliers must provide their employees with the necessary means to report suspected abnormalities or potential illegal activities in the workplace.

20.2 If a supplier does not comply with one of the elements of the Code, **it can be reported by e-mail to: sustainability@ovs.it**. OVS is committed to accept all reports with seriousness and transparency, including by local NGOs, of any violation of the code, as well as to verify and set sanctions as appropriate for the the identified violations. Information received as well as the identity of the informant will be kept confidential.

For more information visit wecare.ovscorporate.it/en/



Use the QR Code to download the full version of the Code of Conduct