

# Third Party Code of Conduct

## Introduction

At Maersk Decom, being a good corporate citizen is an integral part of the way we do business. It is reflected in our core values that we believe in constant care, our name, our employees and that we strive to be upright yet humble in our activities, globally as well as locally. This is communicated internally and externally through the Maersk Decom Code of Conduct.

We are committed to work with our partners to promote responsible practices in general and throughout our supply chain. Our aspiration is to ensure that all our partners acknowledge our values and share our commitment to conduct business in an ethical, legal and socially responsible manner.

We strongly believe that implementing our Third Party Code of Conduct (this “**Code**”) towards our partners and in our supply chain will create value for all parties and this is a step towards establishing a long-term sustainable relationship with our partners, our employees and the societies where we operate.

This Code reflects our commitment as a company and our support to the United Nations Sustainable Development Goals, which encompass the areas of human rights, labour, environment and anti-corruption.

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## Scope of the Third Party Code of Conduct

This Code applies to any business partner or other third party that deals with or intends to deal with Maersk Decom (for easy reference termed “**Partners**”), including the following:

- all suppliers to any legal entity of Maersk Decom;
- all contractors and/or agents of any legal entity of Maersk Decom;
- all joint venture partners of Maersk Decom;
- government owned or operated utility companies; and
- distributors who source on behalf of Maersk Decom.

This Code describes what we consider to be appropriate business conduct by our Partners. We expect our Partners to implement the

standards of this Code and ensure that their own business partners (including suppliers, contractors and joint venture partners) also comply with them.

Where a Partner acts as an agent of Maersk Decom to supply goods and services, we intend to verify that such goods and services meet the standards of this Code.

Maersk Decom will give preference to Partners who excel in quality and price and who share our commitment to conduct business in an ethical, environmental and socially responsible manner. We will request each Partner to work with us in an open and transparent manner to assess whether it effectively respects this Code.

## General Requirements

In addition to this Code we expect our Partners to respect all applicable laws and regulations and prevailing industry standards.

If there are differences between the standards set out in this Code and applicable national laws, regulations or standards, we expect our Partners to work towards the stricter requirements.

In connection with their dealings with or on behalf of Maersk Decom, we expect our Partners to:

- maintain adequate records documenting its compliance with this Code, and permit Maersk Decom and its representatives to inspect and audit those records with reasonable notice to ensure that this Code has been complied with;
- report any violation of this Code to Maersk Decom without delay at [ethics@maerskdecom.com](mailto:ethics@maerskdecom.com);
- participate in legal compliance training at Maersk Decom's reasonable request;
- not take any action that could damage Maersk Decom's reputation, commercially or

otherwise, including its commercial dealings with private or public customers; and

- follow Maersk Decom's instructions with regard to this Code.

The underlying objective of this Code is to establish a basis for a positive development of responsible procurement practices through dialogue and ongoing working relationships.

However, in cases of violation of this Code, Maersk Decom reserves the right to contact the Partner and, subject to prevailing contractual provisions, request it to terminate the practice and set up a dialogue around prevention of the same in the future.

Maersk Decom will endeavour to terminate the business relationship (including possibly cancelling work in progress) with Partners who engage in serious or repeated breaches of this Code and refuse to collaborate with Maersk Decom in implementing improvement plans. In certain cases, e.g. in cases of bribery, termination may be with immediate effect.

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## Anti-Corruption – Bribery

### Background

Bribery means giving something of value to another person in order to obtain some illegitimate benefit. Bribing public officials is illegal in every country in the world. "Commercial bribery" is illegal in a growing number of countries and includes, for example, a supplier secretly paying a customer's purchasing manager a bribe (or "kickback") to ensure that the customer buys from that supplier.

Maersk Decom's anti-corruption policy prohibits bribery, by or on behalf of Maersk Decom, of public officials and private business partners.

Corruption is against Maersk Decom's fundamental values and business principles. Further, failure to follow our policy creates serious legal risk for us and our Partners. A growing number of countries make it illegal for their companies and citizens to be involved in bribery anywhere in the world.

Denmark, where Maersk Decom is headquartered, imposes such laws. United States (“US”) anti-corruption laws, including the Foreign Corrupt Practices Act, can apply to the global activities of non-US persons and companies, and under the

United Kingdom (“UK”) Bribery Act, any company that does business in the UK risks prosecution if it is involved in bribery anywhere in the world. These laws also prohibit using agents or other third parties to pay bribes.

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### What we require of our Partners

In connection with their dealings with or on behalf of Maersk Decom, we expect our Partners to comply with all applicable anti-corruption laws and in particular:

- not to directly or indirectly promise or give (or receive) anything of value to (or from) another party with the intent of obtaining any illegitimate benefit for itself, Maersk Decom or their business relationship; and
- to report any expense involving hospitality or entertainment to Maersk Decom and ensure

that all such expenses are strictly business related and moderate in value.

We also require that our Partners do not, without Maersk Decom’s prior written consent:

- pay any fee or fine, or make any other official payment, to any public agency or official; or
- donate to a political candidate or party, or to a charity.

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## Anti-Corruption – Facilitation Payments

### Background

Facilitation payments are low-value bribes, both monetary and non-monetary, to low-level public officials to get them to do their work, e.g. a cash payment to a customs clerk who refuses to retrieve items from a customs warehouse, even though the duty has been paid and all documents

are in order. Such payments are illegal in almost every country in the world.

Maersk Decom’s anti-corruption policy prohibits the making of such facilitation payments by or on behalf of Maersk Decom.

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### What we require of our Partners

In connection with their dealings with or on behalf of Maersk Decom, we expect our Partners:

- not to make any facilitation payments to public officials, nor to make any other

payment to anyone intended to get him/her to do his/her work or expedite a routine activity; and

- to report sustained or frequent facilitation payment requests from public officials.

# Competition Law

## Background

The government of the United States of America and several other countries, as well as the European Union and its member states, have competition laws in place and are actively enforcing such laws. Such laws are also known as antitrust laws in certain regions. The penalties for breaking competition laws are severe: fines for anti-competitive behaviour can be up to 10% of a company's annual global turnover, and - as well as being fined personally - individuals convicted of the most serious offences can face imprisonment.

Competition laws protect competition by prohibiting behaviour that can limit the competition, i.e. anti-competitive behaviour. Anti-competitive behaviour may include:

- entering or facilitating anti-competitive agreements with competitors, such as price fixing, bid rigging, market allocation and agreements to restrict supply;
- exchanging or facilitating the exchange of commercially sensitive information with or among competitors;
- imposing restrictions on customers or suppliers;
- abusing a position of market dominance; and
- entering into or facilitating certain mergers and acquisitions.

For the purpose of most competition laws, the term "agreement" has a wide meaning and includes even an informal understanding among competitors. A competitor is considered anyone operating in the same geographical or product market or anyone who potentially could operate in such a market. Any action that appears compromising could trigger an investigation and be used as evidence of anti-competitive behaviour.

Even where some behaviours may be lawful, for example in a country that has not adopted competition laws, Maersk Decom will not enter into any arrangement that could harm its reputation.

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## What we require of our Partners

In connection with their dealings with or on behalf of Maersk Decom, we require our Partners to comply with all applicable competition laws, and in particular:

- to ensure that their officers, directors and employees are familiar and comply with the requirements of applicable competition laws;
- to ensure that their agents, suppliers, partners and any person or entity on their behalf are familiar and comply with the requirements of applicable competition laws;
- not to engage in any behaviour that could be viewed as anti-competitive or collusive; and
- not to engage in any behaviour that could cause Maersk Decom to be seen as acting in a manner that is anti-competitive, collusive or otherwise a violation of applicable competition laws.

# Foreign Trade Controls

## Background

Foreign trade controls are national and international laws restricting business transactions with certain countries, organisations and individuals (i.e. economic sanctions). Foreign trade controls also limit the transfer of certain goods, technologies and software between countries (i.e. export controls).

In particular, the European Union (the “**EU**”) and its member states, and several other countries, including the United States (the “**US**”), impose restrictions on the cross-border transfer of many so-called “dual use” items, which have ordinary commercial uses but also potential other uses, in

weapons or terror. These restrictions also apply to cross-border transfers from one company to its affiliates. Similar restrictions apply to items with primarily military uses, e.g. night vision goggles. The EU and the US also impose a variety of economic sanctions.

Even inadvertent violations of these foreign trade controls can trigger large fines, and intentional violations can result in imprisonment. Therefore, it is essential that Maersk Decom and its Partners comply with these controls in their business collaboration.

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## What we require of our Partners

In connection with their dealings with or on behalf of Maersk Decom, we require our Partners to comply with all applicable foreign trade controls, including:

- requirements for export and re-export licences for goods and technology; and
- sanctions imposed against parties, governments and countries by the EU, its member states and/or the US.
- is listed on any sanctions list or other blacklist administered by the EU, its member states and/or the US;
- is located in, or controlled by the government of, any country subject to sanctions imposed by the EU, its member states and/or the US; or
- is controlled by, or acts on behalf of, any such blacklisted or sanctioned party.

We also require that, without Maersk Decom’s prior written consent, our Partners will not deal with any party that:

# Working and Employment Conditions

## Health and Safety

We expect our Partners to provide a safe and healthy working environment for all their employees. An employee is an individual who works part time or full time, under an open or fixed term contract of employment that may be oral or written. This also applies to any Partner-provided accommodation.

We expect our Partners to have effective health and safety management systems that ensure, among other things:

- compliance with applicable laws and regulations;
- compliance with customer requirements; and
- management of hazards and risks associated with their operations (risks and hazards are identified and controlled).

We expect our Partners to work continuously to reduce and mitigate health and safety risks in the workplace. We expect our Partners to educate, train and protect all employees from any harm arising from workplace activities.

## Product Liability

We expect our Partners to exercise due diligence when designing, manufacturing, and testing products; and to protect against product defects which could harm the life, health or safety of people likely to be affected by the defective product, or have an adverse impact on the environment.

## Respectful Treatment

We expect our Partners not to use, or permit the use of, corporal punishment or other forms of mental or physical coercion, sexual harassment or abuse, nor threaten such treatment.

## Use of Company Security Forces

We expect our Partners to prevent their security guards from excessive or uncalled for infringement on the liberty and security of others by providing the necessary training on when to intervene in security-related situations and how to use the minimum force necessary.

## Equal Opportunity Rights

We expect our Partners not to engage in or support discrimination and to adopt a non-discriminating practice that strives to ensure equal treatment in recruitment, hiring, compensation, access to training, employee benefits and services, promotion, termination and retirement, irrespective of age, gender, race, colour, sexual orientation, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognised by international law.

## Child Labour

The acceptable minimum age for employees is 15. As far as necessary and only if national law permits, people under the age of 15 are allowed to carry out light work that does not interfere with compulsory schooling. Employees under the age of 18 are not to be involved in night work or work that is hazardous or likely to have a negative impact on the employee's physical or mental development.

## Voluntary Labour

We expect our Partners not to use or benefit from forced or involuntary labour in any form. All employees shall enjoy freedom of movement during the course of their employment. Personal

documents, employment documents and/or payment of compensation must not be withheld so as to prevent an employee from terminating his/her employment.

### **Freedom of Association and Collective Bargaining**

We expect our Partners to respect the rights of their employees to associate freely, join or not join trade unions and/or workers councils, or engage in collective bargaining, in accordance with national law and international conventions.

### **Compensation**

We expect our Partners to pay all employees a fair and equal compensation, in accordance with national laws and regulations, including overtime hours and all legally mandated benefits.

### **Working Hours**

We expect our Partners to comply with applicable working hour requirements as established by national law or relevant collective agreements. We expect our Partners to ensure that overtime is voluntary, communicated to the employee and appropriately compensated in

accordance with local and international regulations and collective agreements.

### **Environment**

We expect our Partners to integrate environmental considerations in their activities and strive for continuous improvement by minimising any adverse effects of their activities on the environment.

We expect our Partners to comply with all relevant local and national environmental laws and regulations, as well as all requirements for environmental licences and permits. We expect our Partners to strive to develop and implement environmental management systems that include measurement and monitoring in order to:

- identify environmental impacts;
- reduce waste, energy and emissions to air, ground and water;
- handle chemicals in an environmentally safe way;
- handle, store and dispose of hazardous waste in an environmentally safe manner; and
- contribute to the recycling and reuse of materials and products and implement environmentally friendly technologies.

# Guidelines and Good Business Practice

This section of the Code is intended to support Partners in implementing the Code by setting out guidelines and good business practices that we expect them to follow.

We value Partners who share our commitment towards creating profitable and sustainable

business practices, and encourage all our Partners to work towards embedding the principles of the Code into the workplace and supply chain, to the benefit of their employees and the environment.

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## Guidelines for Successful Implementation

1. The Partner has established and enforces a written policy against illegally influencing and/or bribing public officials or business partners.
2. The Partner promotes employee awareness of, and compliance with, its policy against bribery through appropriate dissemination of the policy, training programmes and disciplinary procedures.
3. The Partner is transparent about commercial, financial or other significant links to government and public officials.
4. The Partner has established a policy or statement of commitment to ensure that the principles of fair competition are respected by all parties concerned.
5. The Partner has all necessary registrations and licences, and complies with their terms.
6. The Partner has not in the past 12 months been subject to any regulatory action relating to non-compliance in the areas of this Code, including anti-fraud, anti-corruption, antitrust law, tax, social conditions, immigration, health and safety or the environment or, if so, it has taken all necessary precautions to prevent reoccurrence.
7. The Partner has not experienced any business interruption (strike, lock-out, temporary closure or similar) resulting from non-compliance in the areas of this Code or, if so, it has taken all necessary precautions to prevent reoccurrence.

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## Working and Employment Conditions

### Health and Safety

*[Code extract] We expect our Partners to provide a safe and healthy working environment for all their employees. An employee is an individual who works part time or full time, under an open or fixed term contract of employment that may be oral or written. This also applies to any Partner-provided accommodation.*

Good Business Practice:

1. The Partner ensures that its employees are offered a safe and healthy working environment, including protection from fire; accidents; and processes, substances and techniques which are unhealthy, toxic or harmful.

2. The Partner has established and enforces a written health and safety policy and relevant procedures in a language that the employee understands and in accordance with industry, national and international standards and customer requirements.
3. The Partner has appointed one or more senior management representatives with the responsibility for health and safety in the workplace.
4. The Partner ensures that its employees are given access to adequate and relevant health and safety information.
5. The Partner ensures that its employees are provided with protective equipment and training necessary to safely perform functions in their position.
6. Company-provided accommodation conforms to the same requirements, including the general health and safety provisions listed above.
7. The Partner documents accidents and adjusts its processes to prevent recurring problems effectively.
8. The Partner is expected to work towards using ISO 45001 or a similar framework for its health and safety work.
9. The Partner ensures compliance with applicable laws and regulations pertaining to fire protection. This includes compliance with inspections by the fire authorities, and required corrective actions from such inspections must be documented and completed within the stipulated time.
10. The Partner ensures a business continuity plan (BCP), including risk assessments of threats such as disease, earthquakes, floods and fires.
11. The Partner fosters continuous improvement of its health and safety performance by establishing health and safety objectives and promoting best practice.

## Respectful Treatment

*[Code extract] We expect our Partners not to use, or permit the use of, corporal punishment or other forms of mental or physical coercion, sexual harassment or abuse, nor threaten such treatment.*

### Good Business Practice:

1. The Partner protects its employees from acts of physical, verbal, sexual or psychological coercion; and harassment, abuse or threats in the workplace, whether committed by managers or fellow employees, including when they are determining and implementing disciplinary measures.
2. The Partner has a procedure for receiving reports of workplace violence, harassment, threats and all other types of workplace misconduct.
3. The Partner expediently investigates all complaints of workplace misconduct and takes appropriate preventive, corrective and disciplinary action. No retaliatory action is taken against any employee who raises a concern relating to workplace misconduct.
4. The Partner pays compensation at regular times and does not take deductions from wages for disciplinary measures and deductions which are not authorised by national law without the free consent of the employee. All wage deductions shall be recorded.

## Equal Opportunity Rights

*[Code extract] We expect our Partners not to engage in or support discrimination and to adopt a non-discriminating practice that strives to ensure equal treatment in recruitment, hiring, compensation, access to training, employee benefits and services, promotion, termination and retirement, irrespective of age, gender, race, colour, sexual orientation, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognised by international law.*

Good Business Practice:

1. The Partner has established and enforces a written policy in a language that the employee understands, ensuring that all employment-related decisions are based only on relevant and objective criteria.
2. The Partner does not ask applicants or employees about their marital status, intent to have children, or number of dependents.

### Child Labour

*[Code extract] The acceptable minimum age for employees is 15.*

Good Business Practice:

1. The Partner has established and enforces a clear policy regarding the minimum age of employment, which complies with national laws.
2. Only if national law permits, children under the age of 15 can carry out light work that does not interfere with compulsory schooling.
3. The Partner requests candidates to provide copies of their birth certificate or other official form of identification to verify their age prior to employment.
4. The Partner has, and enforces, a clear written policy or set of guidelines defining what tasks may not be performed by employees under the age of 18 on the basis that they are hazardous or harmful to their health, safety or morals.
5. If the Partner becomes aware that it is employing children of school age, ways to remedy this could include:
  - The Partner offers to enrol the child in a remediation/education programme in consultation with the child and his/her

parents, rather than the child's employment being summarily terminated.

- The Partner offers to hire the parents, guardians, elder siblings or other adult members of the extended family of any child, found to be working for the Partner, while concurrently providing practical and reasonable financial support.

### Voluntary Labour

*[Code extract] We expect our Partners not to use or benefit from forced or involuntary labour in any form. All employees shall enjoy freedom of movement during the course of their employment.*

Good Business Practice:

1. The Partner has a written contract (or letter) of employment with each employee.
2. The Partner ensures that employment terms are fair, transparent and understood by the employee prior to employment.
3. The Partner (or its recruiting agencies) does not charge employees recruiting or hiring fees that require the employee to be indebted to the Partner (or recruiting agency), nor to work for the Partner (or recruiting agency) to pay off the debt.
4. The Partner does not use prison labour, unless the prisoner has been convicted by a court of law, and labours voluntarily under the supervision and control of a public authority.
5. The Partner ensures that all employees are allowed to leave the Partner's premises at the end of their shifts or rotation, as relevant, if at all feasible.
6. The Partner does not require employees to lodge money deposits with the Partner, nor does the Partner instruct its personnel to retain employees' travel documents or identity cards.

## Freedom of Association and Collective Bargaining

*[Code extract] We expect our Partners to respect the rights of their employees to associate freely, join or not join trade unions and/or workers councils, or engage in collective bargaining, in accordance with national law and international conventions.*

Good Business Practice:

1. The Partner respects its employees' right to associate freely, form or join organisations of their choosing, and to bargain collectively in accordance with international standards, local laws and regulations, in full freedom and without fear of reprisal, intimidation or harassment.
2. The Partner also recognises its employees' right to refrain from collective representation.
3. The Partner is committed to constructive engagement and collective bargaining in good faith, with freely chosen employee representatives of a legally recognised union.
4. The Partner does not discriminate or take adverse actions against employees, in retaliation for exercising employee rights, or participating in union activities.
5. The Partner has established a clear written policy in a language that the employee understands, recognising the freedom of association rights of its employees.

## Compensation

*[Code extract] We expect our Partners to pay all employees a fair and equal compensation, in accordance with national laws and regulations, including overtime hours and all legally mandated benefits.*

Good Business Practice:

1. The Partner ensures that wages are paid out in accordance with applicable law, on a regular basis and in a timely manner.
2. Overtime hours are not required in order for employees to earn a living wage sufficient to meet basic needs.
3. Prior to employment, the Partner informs employees of its policy on remuneration, including overtime compensation.
4. The Partner shall ensure that wage and benefits composition are detailed clearly and regularly for employees, and that wages and benefits are rendered in full compliance with all applicable laws and directly to the employees, in a manner convenient to the employees.
5. Piece-rate payment systems are monitored to ensure that the total salary paid meets agreed terms and living wage requirements.

## Working Hours

*[Code extract] We expect our Partners to comply with applicable working hour requirements as established by national law or relevant collective agreements. We expect our Partners to ensure that overtime is voluntary, communicated to the employee and appropriately compensated in accordance with local and international regulations and collective agreements.*

Good Business Practice:

1. The Partner ensures by policy and practice that the maximum working hours in a week shall not - on a regular basis - exceed 48 hours, with a maximum of 60 hours per week, including overtime, unless it is permitted according to applicable laws and regulations, and relevant collective agreements.

2. Overtime hours overall must be reasonable, follow applicable regulations and be used on an exceptional basis rather than as a normal working practice.

3. Overtime must be planned in a way that it ensures safe and humane working conditions. Overtime hours must be appropriately compensated.

4. Employees are entitled to at least one day off per week and are given reasonable breaks while working and sufficient rest periods between shifts. For offshore workers, leave and rest periods shall follow applicable regulations and relevant collective agreements.

## Environment

*[Code extract] We expect our Partners to integrate environmental considerations in their activities and strive for continuous improvement by minimising any adverse effects of their activities on the environment.*

*We expect our Partners to comply with all relevant local and national environmental laws and regulations, as well as all requirements for environmental licences and permits.*

Good Business Practice:

1. The Partner takes steps in the application of a precautionary approach:

- The Partner has established and enforces a policy or practice for its operations and products which confirms commitment to care for the environment and a guideline on the consistent application of the approach throughout the workplace.
- The Partner's policy and practice comply with any applicable local and international laws and regulations prohibiting or restricting specific substances.

2. The Partner takes steps to promote environmental responsibility:

- The Partner ensures compliance with all relevant environmental legislative requirements through training and awareness, operational control and monitoring significant environmental impacts.
- The Partner maintains appropriate environmental records to demonstrate compliance with all requirements for environmental licences and permits, including data from the monitoring of significant environmental impacts.
- The Partner works with its own suppliers to improve environmental performance, extending responsibility up the product chain and down the supply chain.

3. The Partner has a process for:

- Hazardous substance management and restrictions

To ensure safe handling, movement, storage, recycling, reuse, and disposal, the Partner identifies and manages substances that pose a hazard if released to the environment and complies with applicable labelling laws and regulations for recycling and disposal. The Partner posts Material Safety Data Sheets for any hazardous or toxic substances used in the workplace and trains employees who will come into contact with such substances in the workplace.

- Wastewater and solid waste emissions

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled and treated as required by applicable laws and regulations before discharge or disposal.

- Air emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are characterised, monitored, controlled, and treated as required by applicable laws and regulations before discharge.

- Environmental permits and reporting

The Partner obtains, maintains and keeps current all required environmental permits (e.g. discharge monitoring) and registrations, and complies with their operational and reporting requirements.

- Pollution prevention and resource reduction

The Partner endeavours to reduce or eliminate waste of all types, including water and energy, by implementing conservation measures in its facilities and in its maintenance and production processes, and by recycling, re-using or substituting materials.

### Transparency and Collaboration

*[Code extract) Maersk Decom will give preference to Partners who excel in quality and price and who share our commitment to conduct business in an ethical, environmental and socially responsible manner. We will request each Partner to work with us in an open and transparent manner to assess whether it effectively respects this Code.*

Good Business Practice:

1. The Partner has developed sustainability targets and indicators (economic, environmental and social).

2. The Partner maintains appropriate records including:

- names and ages of all employees;

- timesheets;

- payroll records, including wage slips and overtime wage records;

- health and safety records, including material safety data sheets, accident records and relevant certificates and permits;

- environmental records, including data from the monitoring of significant environmental impacts and relevant permits; and

- records of any significant instances of non-compliance encountered in relation to the areas of this Code, including anti-fraud, anti-corruption, antitrust law, tax, social conditions, immigration, health and safety or the environment.

3. The Partner has appointed one or more senior management representatives with the responsibility for and authority to ensure compliance with this Code.

4. The Partner ensures that adequate and relevant training is provided to all employees in a language that the employees understand.

5. The Partner participates in announced and unannounced on-site audits and provides unhindered access to all Partner facilities, records and Partner-provided accommodation, if any, as well as employees for confidential interviews.

6. Where instances of non-compliance with the requirements of this Code are identified, the Partner promptly takes corrective action to remedy the deficiencies as well as taking expedient measures to prevent similar problems from recurring in the future.

The Partner is willing to engage in a constructive dialogue with Maersk Decom for it to support the development and implementation of a corrective action plan, with appropriate timescales for implementation and improvements to be achieved.

# References

Further information on the subjects of the Maersk Decom Third Party Code of Conduct can be obtained from:

OECD Convention on Combatting Bribery of Foreign Public Officials in International Business Transactions  
<http://www.imf.org/external/np/gov/2001/eng/O91801.htm>

United Nations Convention Against Corruption  
<http://www.unodc.org/unodc/en/treaties/CAC/index.html>

The Universal Declaration of Human Rights  
<http://www.un.org/en/documents/udhr>

The International Labour Organisation (ILO)  
<http://www.ilo.org/global/lang--en/index.htm>

The International Programme on the Elimination of Child Labour (IPEC)  
<http://www.ilo.org/ipecc/lang--en/index.htm>

UN Global Compact  
<http://www.unglobalcompact.org>

Social Accountability International (SAI)  
<http://www.sa-intl.org>

ISO 45001 Occupational Health and Safety  
<http://www.iso.org/iso-45001-occupational-health-and-safety.html>

ISO 14000 Family – Environmental Management  
<http://www.iso.org/iso-14001-environmental-management.html>

ISO 26000 Social Responsibility  
<http://www.iso.org/iso/socialresponsibility.pdf>

The Danish Institute for Human Rights  
[http://humanrightsbusiness.org/?f=compliance\\_assessment](http://humanrightsbusiness.org/?f=compliance_assessment)

The Ethical Trading Initiative  
<http://www.ethicaltrade.org/eti-base-code>

Business for Social Responsibility  
<http://www.bsr.org>