



CODE OF CONDUCT FOR OCEANA SUPPLIERS

Code of Conduct for Oceana Suppliers

This Code of Conduct defines the basic requirements placed on Oceana's suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. Oceana reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the Oceana Compliance Policy. In such event Oceana expects the supplier to accept those reasonable changes.

The supplier declares herewith:

1. Legal compliance

- to comply with the laws of the applicable legal system(s).

2. Prohibition of corruption and bribery

- to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision-making in violation of law and including improper offers for payments to or from employees, customers, suppliers, organisations or individuals.

3. Respect for the basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his will;
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable laws;
- to recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

4. Prohibition of child labour

- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

5. Prohibition of forced labour

- to ensure that forced, bonded or compulsory labour is not used and employees are free to leave their employment after reasonable notice. Employees are not required to lodge deposits of money or identity papers with their employer

6. Payment of Employees

- to provide fair and reasonable pay terms and to ensure that its employees understand their employment conditions.

7. Health and Safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that employees are educated in health and safety issues;
- to set up or use an occupational health & safety management system according to OHSAS 18001 or equivalent.

8. Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection . In countries where environmental legislation is not evident or enforced, responsible practices for managing environmental impacts are in place;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use an environmental management system according to ISO 14001 or equivalent.

9. Supply Chain

- to use best efforts to promote among its suppliers compliance with this Code of Conduct;
- to comply with the principles of non discrimination with regard to supplier selection and treatment.

I/We agree to the above-mentioned principles and confirm that I/we conduct our business in accordance therewith.

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Signature(s)

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Name of Supplier

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Designation

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Date