



CHILD RELIEF
AND SUPPORT ORGANIZATION

CRSO SUPPLIER CODE OF CONDUCT



1.0 INTRODUCTION

At CRSO we are working to find lasting solutions to poverty and injustice. We share a common vision, common philosophies and, to a large extent, common working practices with rights based organizations.

Together with our stakeholders, we are working towards a world in which people can live with dignity, have their basic needs met and their basic rights respected, and have the ability to control their own lives.

As we work to achieve our ambition and vision of 'a just world without poverty' we should always remain true to our core mission, aims and values.

CRSO expects that these principles apply to suppliers and their employees, parent, subsidiary or affiliate entities, and subcontractors. The organization expects suppliers to ensure that this Code of Conduct is communicated to their employees, parent, subsidiary and affiliated entities as well as all subcontractors, and that it is done in the local language and in a manner that is understood by all.

The provisions as set forth in this Code of Conduct provide the minimum standards expected of suppliers to CRSO. The organization expects suppliers to strive to exceed both international and industry best practices. The organization also expects that its suppliers encourage and work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of this Code of Conduct. CRSO recognizes that reaching some of the standards established in this Code of Conduct is a dynamic rather than static process and encourages suppliers to continually improve their workplace conditions accordingly.

2.0. CODE OF CONDUCT: STANDARDS AND VALUES

1. Freedom of Association and Collective Bargaining: CRSO expects its suppliers to recognize the freely-exercised right of workers, without distinction, to organize, further and defend their interests and to bargain collectively, as well as to protect those workers from any action or other form of discrimination related to the exercise of their right to organize, to carry out trade union activities and to bargain collectively.

2. Forced or Compulsory Labour: CRSO expects its suppliers to prohibit forced or compulsory labour in all its forms.

3. Child Labour: CRSO expects its suppliers not to employ: (a) children below 14 years of age or, if higher than that age, the minimum age of employment permitted by the law of the Republic of South Sudan and (b) persons under the age of 18 for work, that by its nature or the circumstances in which it is carried, is likely to harm the health, safety or morals of such persons.

4. Discrimination: CRSO expects its suppliers to ensure equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and such other ground as may be recognized under the national law of South Sudan.

5. Wages, Working Hours and Other Conditions of Work: CRSO expects its suppliers to ensure the payment of wages in legal tender, at regular intervals, no longer than one month, in full and directly to the workers concerned. Suppliers should keep an appropriate record of such payments. Deductions from wages are permitted only under conditions and to the extent prescribed by the applicable law, regulations or collective agreement, and suppliers should inform the workers concerned of such deductions at the time of each payment.

6. Health and Safety: CRSO expects its suppliers to ensure, so far as is reasonably practical, that:

- (a) The workplace, machinery, equipment and processes under their control are safe and without risk to health.
- (b) The chemical, physical and biological substances and agents under their control are



without risk to health when the appropriate measures of protection are taken

(c) Where necessary adequate protective clothing and protective equipment are provided to prevent so far as is practical, risk of accidents or of adverse effects to health.

7. Human Rights: CRSO expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure they are not complicit in human rights abuses.

8. Harassment, Harsh or Inhumane Treatment: CRSO expects its suppliers to create and maintain an environment that treats all employees with dignity and respect and will not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.

9. Mines: CRSO expects its suppliers not to engage in the sale or manufacture of anti-personnel mines or components utilized in the manufacture of anti-personnel mines.

10. Environment: CRSO expects its suppliers to have an effective environmental policy and to comply with existing legislation and regulations regarding the protection of the environment. Suppliers should wherever possible support a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies implementing sound life-cycle practices

11. Wastewater and Solid Waste: Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required prior to discharge or disposal

12. Minimize Waste, Maximize Recycling: Waste of all types, including water and energy are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and reusing materials

13. Corruption: CRSO expects its suppliers to adhere to the highest standard of moral and ethical conduct, to respect local laws and not engage in any form of corrupt practices, including but not limited to extortion, fraud or bribery.

14. Conflict of interest: CRSO suppliers are expected to disclose to CRSO any situation that may appear as a conflict of interest, and disclose to CRSO if any CRSO official or professional under contract with CRSO may have an interest of any kind in the suppliers' business or any kind of economic ties with the supplier.

15. Gifts and hospitality: CRSO has a zero tolerance policy and does not accept any type of gift or any offer of hospitality. CRSO will not accept any invitations to sporting or cultural events, offers of holidays or other recreational trips, transportation or invitations to lunches or dinners. CRSO expects its suppliers not to offer any benefit such as free goods or services, employment or sales opportunity to a CRSO staff member to facilitate the suppliers' business with CRSO

In accepting to work with CRSO, I undertake to discharge my duties and to regulate my conduct in accordance with the requirements of this Code thereby contributing to CRSO's quality of performance and reputation.

Company Name: _____

Name of Representative/Position: _____

Signature: _____

Date: _____

