

CODE OF CONDUCT HAMLET

INTRODUCTION

The code of conduct is applicable for all branches and production sites of Hamlet. We expect all employees to behave in ways that demonstrate our company values.

At Hamlet our mission is to conduct business with integrity and fairness, with respect for the law.

At Hamlet we are committed to maintain high standards of behaviour. We have a responsibility towards our suppliers, customer and employees. Therefore, Hamlet actively seeks to select her business partners based on principles and ethical values, particularly with regard to the law, to the environment and to labour, so we are able to provide our customers with products that are safe and of high quality.

CONDUCT BUSINESS WITH INTEGRITY

The Law

Hamlet conducts her business with honesty and integrity. We adhere to the laws and standards of the countries in which we operate and any applicable international treaties.

Antitrust and competition

We always compete in compliance with laws protecting fair competition, particularly antitrust law and other competition regulating laws, are adhered to.

Corruption

Hamlet is against bribery and corruption and does not tolerate such behaviour. It is our policy to comply with all laws, rules and regulations governing bribery and corruption in every country in which we operate. Hamlet employees are not permitted to accept monetary or other favors that may affect or appear to affect their integrity or independence.

RESPECT THE PLANET

Hamlet undertakes to conduct her business in a manner which is mindful and respectful of the environment.

Hamlet ensures compliance with legislation relating to noise, emissions into the atmosphere, effluents, waste, water, energy, raw materials and products that may be applicable to her at any time.

Hamlet is committed to the use of existing integrated waste management systems, insofar as they are required to by the legislation applicable to her, and as far as technically and economically viable to do so.

PRODUCT QUALITY AND SAFETY

Hamlet acts in accordance with the legislation governing the quality and safety of its products and services.

Our products have been manufactured in accordance with the highest standards of quality and safety, so that they do not contain any defects that could be harmful to the live, health and physical integrity of consumers.

OUR EMPLOYEES

Human rights

Internationally recognized human rights are explicitly and consistently supported. Hamlet complies with the labour legislation in force in the countries where she operates and guarantees that, when producing and manufacturing the products she sells or the services she provides, she does not, under any circumstances, resorts to:

Forced labour

Hamlet rejects any forced, bonded or involuntary prison labor. We do not ask our employees to lodge deposits or identity papers and they are free to leave after reasonable notice.

Freedom of association

Employees, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively, as prescribed under the law.

Safe and Hygienic working conditions

Hamlet provides a safe and hygienic working environment, in strict compliance with the applicable standards relating to occupational health, hygiene and safety. Adequate measures to prevent and minimize industrial accidents are in place.

Child labour

Our policies and procedures conform to local laws regarding minimum age and other terms of employment. We reject child labor and all practices that exploit children.

Wages

Hamlet ensures that wages and benefits paid meet national legal standards. All employees receive written and understandable information about their employment conditions in respect to wages before they enter employment.

Working hours

Working hours comply with national laws, collective agreements and benchmark industry standards. All overtime shall be voluntary and shall be used responsibly.

Non Discrimination

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on, among others, race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Regular employment

Hamlet provides regular employment. To every extend possible work performed will be on the basis of recognised employment relationship established through national law and practice.

Harsh or inhumane treatment

Hamlet prohibits physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation.

CONTACT INFORMATION

Hamlet NV
GROTE KERKSTRAAT 77
BE-9120 VRASENE
info@hamlet.be