

Torfal's Code of Conduct

Torfal believes that all employees deserve to be treated with dignity and respect. In each and every aspect of the employment relationship, employers need to act towards their employees as they would want to be treated themselves. Torfal is committed to a policy of complying with the law wherever and with whom it does business with.

Torfal will refuse to approve or do business with those who do not uphold, in action as well as words, the same principles.

We recognise that our corporate and social responsibilities reside as much in our supply chain as they do in our own activities. That's why we guarantee, in addition to compliance with the applicable law, the following of the tracking of the following practises:

- Prison or Forced Labor: are forbidden
- Child Labor: is strictly prohibited.
- Working Hours: Employees will not be required to work more than both (a) the limits on regular and overtime hours allowed by local law; or (b) 60 hours per week, inclusive of overtime, except in extraordinary business circumstances.
- Compensation: Must be fairly compensated and provided with wages and benefits that comply with applicable national and local laws
- Non-Discrimination: The discrimination in hiring and employment practices on the ground of race, colour, religion, sex, age, physical ability, or national origin are forbidden.
- Workplace Environment: Safe and healthy working. At a minimum, potable drinking water, adequate, clean restrooms, adequate ventilation, fire exits and essential safety equipment, an emergency aid kit, access to emergency medical care, and appropriately-lit work stations must be provided. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable codes and ordinances.
- Acts of bribery, corruption and falsify documents and records are totally forbidden.
- Freedom of association and the right to collective bargaining are respected
- The facility shall comply with national and local environmental laws and regulations. The facility shall dispose of its production waste in accordance with local environmental laws and regulations.

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