

## 1. Unacceptable Pallet Conditions

### Unacceptable are/is:

- dirty pallets (incl. dirt, soil, mould, product residues)
- broken or damaged pallets
- protruding nails
- insufficient carrying capacity because of rotten and sodden pallets
- off flavours such as fishy or rotten smell etc.
- other pallets than Euro pallets have been used



## 2. Ethical Trading Initiative – ETI Base Code – Appendix A

### **EMPLOYMENT IS FREELY CHOSEN**

- There is no forced, bonded or involuntary prison labour.

### **WORKING CONDITIONS ARE SAFE AND HYGIENIC**

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

### **WORKING HOURS ARE NOT EXCESSIVE**

- Working hours comply with national laws and benchmark industry standards, whichever affords greater protection

### **LIVING WAGES ARE PAID**

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- All workers shall be provided with written and understandable Information about their employment conditions.
- Deductions from wages as a disciplinary measure shall not be permitted.

### **FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED**

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

### **NO HARSH OR INHUMANE TREATMENT IS ALLOWED**

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited

### **NO DISCRIMINATION IS PRACTISED**

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

### **REGULAR EMPLOYMENT IS PROVIDED**

- To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

### **CHILD LABOUR SHALL NOT BE USED**

- There shall be no new recruitment of child labour.
- Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child; "child" and "child labour" being defined in the appendices.
- Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- These policies and procedures shall conform to the provisions of the relevant ILO standards.
- The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provisions of law and this Base Code address the same subject, to apply that provision which affords the greater protection.