



FSSC CODE OF ETHICS

1 INTRODUCTION

FSSC applies strict conduct and compliance principles to provide trust and deliver impact. Conduct principles on human rights, labor, the environment, integrity, and fair business conduct are summarized in our Code of Ethics (CoE). The FSSC CoE is a commitment document that applies to The Foundation and FSSC-certified organizations, Certification Bodies, Accreditation Bodies, and other business partners.

The FSSC CoE is based on the UN Guiding Principles on Business and Human Rights, the ten (10) principles of the UN Global Compact, and refers to the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Businesses commit to the following principles:

HUMAN RIGHTS

- Supporting and respecting the protection of internationally recognized human rights, and
- Ensuring that they are not complicit in human rights violations.

LABOR

- Ensuring the freedom of association and recognizing the right to collective bargaining,
- Not engaging in, supporting, or tolerating employment by force or compulsion,
- Ensuring the effective elimination of child labor,
- Treating all workers with respect and dignity and without any discrimination, and
- Providing a safe working environment to protect the health and safety of all workers.

ENVIRONMENT

- Supporting a precautionary approach to environmental challenges,
- Undertaking initiatives to promote greater environmental responsibility, and
- Encouraging the development and implementation of environmentally friendly technologies.

INTEGRITY

- Working against corruption in all its forms, including extortion and bribery,
- Operating independently and impartially in accordance with local and international laws, and
- Maintaining impartiality and avoiding conflicts of interest.

FAIR BUSINESS CONDUCT

- Respecting standards of business ethics, competition, and integrity and
- Ensuring the confidentiality and privacy of information of workers and business relations.