Business Code for Supplier

We want to collaborate with suppliers that contribute to our sustainability profile. This will improve our joint business. Suppliers and contractors play a critical role for our brand building and our high quality standards. Therefore, we expect that our suppliers and subcontractors must demonstrate the same high ethical standard as ours. We also expect our suppliers and contractors to require their suppliers and contractors to follow similar ethical standards as described in this document.

Requirements

Compliance with local laws and UN Global Compact (www.unglobalcompact.org)

Support and Respect of Human Rights

- No human rights abuse.

Forced and Compulsory Labor are Prohibited

- All work must be voluntary and all workers must be free to leave upon reasonable notice.
- Employees should not be forced to deposit money, passports, education certificates or similar documentation as a condition for employment.

Child Labor is Prohibited

- No person younger than the age for completing compulsory education or younger than 15 may be employed.
- The minimum age for hazardous work is 18 years.

Discrimination of All Kind is Prohibited

- Equal opportunities regardless of race, religion, gender, age, nationality, disability, personal relationship, union membership and/or political opinion.

Employees' Health and Safety a Priority at All Times

- Safe and healthy working environment.
- Preventive work and training to avoid injuries and illness caused by unsafe working conditions.

Freedom of Association and the Right to Collective Bargaining

A Precautionary Attitude to Environmental Issues

- Prioritize resource and energy efficiency.
- Minimize waste, maximize recycling.
- Prevent pollution to land, air and water.

Anti-Corruption

- All forms of corruption, including extortion and bribery, are prohibited.
- Commitment to fair competition.

Compliance and follow-up

As a supplier to HT, we require you to take immediate contact if you have questions about how to implement this Business Code.

Suppliers can be asked to provide information as required by regarding the standards in the Business Code. Based on this information, the supplier will be evaluated. HT encourages the suppliers to evaluate their sub-suppliers.

We have approved and will follow the above.

Date _____

Name _____

Title _____

Company _____

Rev.00 April 2019

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Company certified
ISO 9001:2015
ISO 14001:2015
ISO 45001:2018