

Code of Conduct of the Suppliers

Pink Frogs commits to implementing policies, procedures and practices in line with the requirements of the Corporate Social Responsibility, following models of production that respect and protect the human rights, the regenerative capacities of the Earth and the wellbeing of the communities, promoting the human development in an equal and sustainable way and paying attention to the balance among economic, social and environmental elements, aware that the search for profit cannot ignore the creation of wellbeing for the society.

Pink Frogs' corporate objectives are pursued without losing sight of the reference values of the corporate actions: respect, responsibility, integrity, coherence, loyalty, trust, passion for the research and innovation. Tradition and Innovation, together with a cultural identity based on transparency and on social and environmental responsibility, have allowed Pink Frogs to guarantee, in its actions, the centrality of the client, to which it wants to offer a product with high standards of quality.

Pink Frogs' relationship with its Suppliers is based on these principles and the Code of Conduct of the Suppliers wants to give substance to a more and more tight cooperation, to strengthen those values and guarantee not only the quality of the products, but also of the environment and of the social and working conditions. Pink Frogs invites, therefore, all its Suppliers to share and implement the principles expressed in this Code of Conduct to maintain successful collaboration relationships.

Toward the Suppliers that may present critical concerns from the point of view of the social responsibility, Pink Frogs' commitment is to share ad hoc Improvement Plans, or to support the supply chain actors in the identification of the goals to be reached in a determined period of time, in order to heal the situations considered to be non-compliant.

ETHICS

BUSINESS INTEGRITY

The Suppliers must not accept or practice any kind of corruption, extortion or embezzlement, offer to their partners or accept from them bribes or other illegal incentives. The Suppliers must also practice a loyal competition according to the applicable antitrust laws.

The relationships with the Suppliers are always regulated by legally concluded contracts among the parts.

QUALITY

The Suppliers engage in respecting the required quality standards, supplying adequate goods or services.

In case of modifications, which involve variations on the identity of the finished product, the Suppliers are obliged to inform Pink Frogs with a new and adequate technical documentation that guarantees the quality of the product / service.

The Suppliers are evaluated by Pink Frogs based on six parameters: compliance to technical specifications, correctness of the documents, timing in the substitution of the non-compliant goods, respect of the delivery times, adoption of a quality management system, presence of a certified Environmental Management System (SGA). The Suppliers are also assessed on the basis of the number of non-compliances.

RESPECT OF THE ANIMALS

The Suppliers cannot do tests on animals, according to the European legislation that provides the total prohibition of experimentation of cosmetics on animals.

LABOUR

REFUSAL OF FORCED AND CHILD LABOUR

The Suppliers must not make use of any type of child labour in their supply chain, in the manufacture of the products, in the service delivery and in their business activities, meaning for child labour the work of a person younger than 15 years, according to the laws of the ILO (International Labor Organization).

The Suppliers engage in not using forced, bound and coercive labour.

DISCRIMINATION

The Suppliers engage in refusing any form of discrimination, with reference to: race, nationality, gender, age, physical characteristics, social origin, disability, political or religious orientation, civil status, pregnancy status and sexual orientation.

CORRECT TREATMENT AND WORKING HOURS

The Suppliers commit to ensuring that inside the workplace there is not any type of inhuman treatment and that the employees are not threatened, harassed, sexually abused, do not suffer corporal punishments and mental or physical mistreatments.

The Suppliers must ensure to the employees an equitable pay, guaranteeing a salary in conformity to the applying rules in the respective countries.

The Suppliers must manage the employment contracts in a legal and correct way according to laws of the reference job. The working hours must respect the amount provided in the national contract of the category; the overtimes, when necessary, must be paid in an adequate way and must not exceed 12 hours per week and the employees must be guaranteed a day off in seven to rest.

FREEDOM OF ASSOCIATION

The Suppliers guarantee to the workers, in conformity with the national and/or local laws, the right to freely associate, to join the trade unions, to have some representatives, to adhere to the corporate committees and they commit to building an open and constructive dialogue with their employees and with the trade unions representatives.

QUALITY', SAFETY, HEALTH AND ENVIRONMENT

QUALITY REQUIREMENTS

The Suppliers engage to respect the qualitative and technical requirements contractually agreed, in order to supply goods and services able to properly satisfy the required needs.

SAFETY

The Suppliers commit to respecting the national rules in terms of quality, health, safety and environment and in respecting the applying norms to obtain, preserve and update all the necessary permits, licences and registrations.

HEALTH AND SAFETY ON THE WORKPLACE

The Suppliers engage to protect the employees from every kind of risk present during the working activity, both related to the working tasks and to the infrastructure.
The Suppliers will ensure appropriate actions (controls, procedures, preventive maintenance) to limit the risks for health and safety on the workplace giving also appropriate personal protecting equipment.
They also commit to making available the safety information on the identified risks, training the employees to ensure them an adequate protection.

PROTECTION OF THE ENVIRONMENT

The Suppliers engage to adopt systems to guarantee that the manipulation, the handling, the preservation, the recycle, the reuse or the management of the waste and the management of the emissions in the atmosphere and in the waste water are done in a safe way and according to the applying legislation in the reference country.
The Suppliers commit to using the natural resources with parsimony and to developing products and processes with a limited environmental impact.

IMPLEMENTING RULES

Pink Frogs is committed to ensuring the respect of the present Code through regular audits among its Suppliers.
The Suppliers, being committed to the respect of this Code of Conduct, are available for potential audits from Pink Frogs. The Suppliers are also guarantor for their supply chain, as well as for their subcontractors.

The present Code of Conduct is shared with all Pink Frogs' Suppliers individually and is also published on the website www.pinkfrogs.it, in order to give it visibility to whomever is interested in the principles and values of the company.
A copy of the Code of Conduct is also always attached to the goods and services supply contracts, as an integral part of the contractual obligations.

The Suppliers commit to signing this Code, accepting the principles and values expressed in it and adopting them.

VALIDITY

The present Code is valid from 01/01/2018.

Supplier Stamp

Name and Function of the Signatory

Signature
