Jiffy Supplier Code of Conduct

Jiffy conducts its business in an ethical, responsible and compliant manner and is firmly committed to being part of a responsible and sustainable supply chain. We expect our Business Partners to comply with all relevant laws and regulations and conduct their business in line with internationally recognized and endorsed standards in key areas such as human rights, labor conditions, sustainability, business ethics, and compliance. Suppliers are expected to disclose on request their practices and policies relating to human rights, business conduct and environmental risks and actual impacts.

Suppliers are required to comply with all applicable local and national laws, rules, regulations and requirements and meet the following standards, at a minimum, with respect to their operations as a whole:

Child Labor
Comply with all applicable local and national child labor laws and abide by the United Nations Convention on the Rights of the Child (1989) - According to ILO Minimum Age Convention no. 138 (1973), a child Is defined as any person less than fifteen years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply.

Forced Labor
Employment is chosen freely without coercion or threat. Forced, bonded, prison, military or compulsory labor or any form of human trafficking is forbidden.

Treatment of workers
Workers are free from discrimination, violence or harassment, whether physical or psychological.

A grievance mechanism is in place and known to workers, enabling them to raise complaints or concerns without retaliation.

Wages and Benefits
Comply with all applicable local and national wages, overtime and benefits laws.

Health & Safety
Safe working conditions are provided where workers are not exposed to severe occupational health and safety hazards and all applicable local and national health and safety laws are complied with.

Environment
Supplier will comply with all applicable local and national environmental laws and take reasonable steps to protect the environment.

Business Integrity

Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices.

Demonstration of Compliance

Supplier must be able to demonstrate compliance with the above requirements at the request and satisfaction of Jiffy.