

Code of Conduct

At Hunter Douglas, we believe that we have a responsibility...

We are committed to goals of reducing waste, using resources responsibly, supporting workers' rights, and advancing the welfare of workers and communities. We believe that relationships based on transparency, collaboration and mutual respect are integral to making this happen.

EMPLOYMENT IS VOLUNTARY

We do not use forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor. We are responsible for employment eligibility fees of foreign workers, including recruitment fees.

EMPLOYEES ARE AGE 16 OR OLDER

Our employees are at least age 16 or over the age for completion of compulsory education or country legal working age, whichever is higher.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING ARE RESPECTED

To the extent permitted by the laws we respect the right of our employees to freedom of association and collective bargaining. This includes the right to form and join trade unions and other worker organizations of their own choosing without harassment, interference or retaliation.

COMPENSATION IS TIMELY PAID

Our employees are timely paid at least the minimum wage required by country law and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends. There are no disciplinary deductions from pay.

HARASSMENT AND ABUSE ARE NOT TOLERATED

Our employees are treated with respect and dignity. Employees are not subject to physical, sexual, psychological or verbal harassment or abuse.

WORKING HOURS ARE NOT EXCESSIVE

Our employees do not work in excess of 60 hours per week, or the regular and overtime hours allowed by the laws of our country, whichever is less. Any overtime hours are consensual and compensated at a premium rate. Employees are allowed at least 24 consecutive hours rest in every seven-day period.

REGULAR EMPLOYMENT IS PROVIDED

Work is performed on the basis of a recognized employment relationship established through country law and practice.

THE WORKPLACE IS HEALTHY AND SAFE

We provide a safe, hygienic and healthy workplace setting and do take necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation facilities. We have systems to detect, avoid and respond to potential risks to the safety and health of all employees.

ENVIRONMENTAL IMPACT IS MINIMIZED

We protect human health and the environment by meeting applicable regulatory requirements including air emissions, solid/ hazardous waste and water discharge. We do adopt reasonable measures to mitigate negative operational impacts on the environment and strives to continuously improve environmental performance.

ANTI CORRUPTION

We will not conduct actions and/or behave in a manner that has the intention to bribe, extort or has any way of influence on the decision making process of our stakeholders. This implies to both internal and external stakeholders.

THE CODE IS FULLY IMPLEMENTED

We do implement and integrate this Code as well as standards and applicable laws into our business and submit to verification and monitoring.