

Ethics Code



BIZARRO

COMMERCIAL PROVIDER NAME: _____



The Code of Ethics aims to involve our suppliers, so as we respect and promote human rights, advocated in the Universal Declaration of Human Rights of the United Nations and the principles of the International Labour Organization, comply with legislation and national environmental practices and International. To make this commitment, the supplier must validate this Code, under any circumstances respecting the following:

1. Child Labor

Do not allow any form of child labor, assuming the following commitments: hire employees over the age of 18; otherwise hire minors over the age of minimum age set by law in the country, that in no event be less than 16 years; comply with applicable legislation in order to ensure that any employee hired possession of physical and mental capabilities appropriate to the workplace; and keep records showing the date of birth of its employees.

2. Forced and Disciplinary Practices

Ensure the absence of forced labor and disciplinary practices in any form, including corporal punishment, physical or mental coercion, threats, sexual harassment, verbal abuse, non-payment in exchange for the employee's effort, retention of employees documents, deposit request employees, payment of fines for non-compliance goals.

3. Health and Safety

Offer your employees a safe and healthy work environment, organizing security activities, hygiene and health at work to ensure the maintenance of a healthy working environment, aimed at the prevention of occupational risks and the promotion of workers' health , machinery maintenance, the use of safety equipment and regular training.

4. Freedom of Association and Right to Collective Bargaining

Respect the right of employees have to form and join trade unions of workers, and to bargain collectively.

5. The right to equal access to employment and occupation

Offer equal opportunities to all employees and potential employees during the hiring procedures, compensation, access to training, promotion, termination of employment or retirement.

Ensure that there are no discriminatory practices and differential treatment regardless of race, color, social class, nationality, religion, disability, gender, sexual orientation, language, marital status, union membership or party, or age.

6. Remuneration

Pay their employees in accordance with the provisions of relevant legislation, ensuring that each employee receives at least the minimum wage in force in the country, and that this is sufficient to



cover living expenses, clothing, food, and extra income. In the absence of specific legislation, should pay according to the average prices charged by companies of their sector. For work performed or false apprenticeship schemes should also be secured contracts that are not made to prevent the fulfillment of obligations imposed by law.

7. Working Hours

Undertake to comply with applicable law in terms of working hours. Ensure the payment of overtime for a higher value than normal hours and their number per week can not exceed the provisions of law. Respect the right of employees to refuse to work overtime, not resulting in punishment for these acts.

8. Training

Focus on training and personal and professional growth of its employees.

9. Respect for the Environment

A BIZARRO is aware of the challenges of the future and the joint responsibility of preserving the environment. In this sense, BIZARRO is committed to promoting the respect and protection of the environment and natural resources.

The Supplier undertakes also to promote and invest in continuous improvement of the environmental performance of your company by establishing measures on key environmental impacts identified as arising from its activities.

<p>TOOK KNOWLEDGE (SPACE RESERVED TO PROVIDER)</p> <p>_____</p> <p>DATE: ___ / ___ / ____</p>	<p>CHECKED (SPACE RESERVED TO BIZARRO) THE MANAGMENT</p> <p>_____</p> <p>DATE: ___ / ___ / ____</p>
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