



Toxfree Supplier Code of Conduct

Toxfree is committed to high standards of business ethics and integrity as reflected in Toxfree's Code of Conduct. Toxfree expects all of its suppliers ("Suppliers") to adhere to similar good working standards and business ethics. The Supplier is expected to comply with the requirements set out in this Toxfree Supplier Code of Conduct. In addition, Toxfree and the Supplier may agree on further standards in supply agreements.

Human Rights

In accordance with the aforementioned ethics and standards, Toxfree requests the following business practices from Suppliers:

- to respect the personal dignity, privacy and rights of each individual;
- to refuse to employ or make anyone work against his or her will; and
- to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative behaviour.

Fair Labour Conditions and Child Labour

The Supplier will ensure fair labour conditions. In particular, it will

- refrain from employment discrimination based on gender, colour, ethnicity, religion, disability, union membership, political affiliation or sexual orientation and furthermore comply with all applicable laws on employment discrimination;
- respect the rights of employees to freely associate and bargain collectively;
- not use any forced or compulsory labour or involuntary prison labour and give all employees the choice to leave their employment freely upon reasonable notice;
- compensate employees fairly and follow local wage regulations and / or collective agreements and where these do not exist, compensate employees so they can at the least meet their basic needs; and
- promote a healthy work-life balance.

The Supplier will not tolerate or use child labour in any stage of its general activities other than in accordance with all applicable laws and regulations.



Occupational Health and Safety

The Supplier will provide a safe and healthy workplace for all of its employees.

Environmental Responsibility

The Supplier is committed to environmental protection and will conduct its business in an environmentally sensitive way.

Business Ethics

The Supplier will conduct its business in an ethical manner in accordance with all applicable rules and regulations. In particular, the Supplier will

- refrain from any and all forms of extortion, bribery and will not offer other unlawful incentives to their business partners;
- adhere to anti-trust and other competition laws, e.g. not participating in price fixing or bid-rigging; and
- disclose to Toxfree available information about conflict of interest including disclosure any of financial interest of a Toxfree employee in any of the Supplier's business.

The Supplier will protect all confidential information provided by Toxfree and its respective business partners.

Business Continuity Planning

The Supplier shall maintain policies to mitigate exposures to terrorism, crime, business threats, pandemics, natural disasters and related major accident exposures.

Procurement by Supplier

Toxfree expects the Supplier to obtain confirmation from each of its sub-suppliers providing goods or services directly or indirectly to Toxfree that the sub-supplier acts in compliance with this Toxfree Supplier Code of Conduct.



Steve Gostlow
Managing Director
10th December 2016