

## Supplier Code of Conduct

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Cleandustrial Services is committed to working only with suppliers who share our values and are committed to the principles of and respect for human rights, as well as working sustainably for our future. Cleandustrial expects all preferred suppliers to be able to meet the following benchmarks.

### **Pollution Prevention and Resource Efficiency**

Suppliers must identify, monitor, minimise and treat hazardous pollutants and especially chemicals and additives supplied for all cleaning work. This includes management of wastewater such as discharges and spills entering storm drains and release of air emissions such as volatile organic compounds, chemicals with ozone depleting potential, particulates and combustion by-products.

Suppliers shall work to reduce the use of raw materials and resources in their operations, as well as the elimination, substitution, re-use and recycling of materials and solid waste. Packaging supplied to Cleandustrial shall be sustainably sourced, made from recycled content and recyclable where possible.

### **Labour and Human Rights**

Cleandustrial respects and supports human rights as set out in the Universal Declaration of Human Rights and the ten principles of the UN Global Compact. We expect suppliers to respect and support the protection of human rights of workers, as well as individuals and communities affected by their activities.

### **Working Hours**

Suppliers must not require workers to exceed local work hours. Workers shall not be required to work more than the legal allowance in that jurisdiction (including overtime), except in extraordinary business circumstances.

### **Forced Labour**

Suppliers must not use any form of forced, bonded, compulsory labour, slavery or human trafficking. Suppliers must not require workers to surrender any government issued identification, passport or work permit or other personal document as a condition of employment. Workers shall not be required to pay employers' or agents' recruitment or any other fee for their employment.

### **Child and Underage Labour**

Child labour is strictly prohibited. The minimum age for employment or work is the higher of: 15 years of age, or the minimum age for employment in the relevant country, or the age for completing compulsory education in the relevant country. This Code does not prohibit participation in workplace apprenticeship programs or light work. Children under the age of 18 shall not be employed for any hazardous work whatsoever.



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General Manager

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