Harlequin Trade AB - Code of Conduct Addendum

ILO Fundamental Principles and Rights at Work

Purpose and scope

This addendum forms part of Harlequin Trade AB's Supplier Code of Conduct and applies to suppliers, relevant subcontractors and other business partners involved in products or services supplied to Harlequin.

Fundamental principles and rights at work

Harlequin requires its Suppliers and relevant subcontractors to respect internationally recognized human rights and fundamental principles and rights at work.

Suppliers shall respect the principles reflected in the fundamental ILO Conventions listed below. Where national legislation provides stronger protection, national legislation shall apply. Where national legislation provides a lower level of protection, Suppliers are expected to seek to respect the internationally recognized principles to the greatest extent possible without violating applicable law.

1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
2. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
3. Forced Labour Convention, 1930 (No. 29), including its 2014 Protocol
4. Abolition of Forced Labour Convention, 1957 (No. 105)
5. Minimum Age Convention, 1973 (No. 138)
6. Worst Forms of Child Labour Convention, 1999 (No. 182)
7. Equal Remuneration Convention, 1951 (No. 100)
8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Application in the supply chain

Suppliers shall take reasonable measures to identify and prevent violations of these principles in their own operations and, where relevant, among subcontractors involved in products or services supplied to Harlequin.

If Harlequin identifies or receives credible information regarding a potential violation, the Supplier shall cooperate in providing relevant information and, where necessary, in implementing corrective measures.

Serious violations, including forced labour, child labour or conditions presenting an immediate danger to life or health, shall be addressed without undue delay.

Suppliers shall communicate equivalent requirements concerning fundamental labour rights to relevant subcontractors and shall cooperate with Harlequin in reasonable risk-based follow-up.

Supplier acknowledgement

We confirm that we have received, read and understood this document and undertake to comply with its requirements in activities connected to products and services supplied to Harlequin Trade AB. We undertake to communicate relevant requirements to employees, representatives and subcontractors involved in such activities and to cooperate with Harlequin Trade AB regarding reasonable requests for information, follow-up and corrective actions.

Company: _____

Name and position: _____

Place and date: _____

Signature: _____