**Ref Project: IBC – Medeor PA 6100191 – E/Q Emergency Response Phase 2**

**Part C – Bidder’s Ethical Declaration**

**Publication Date: 23/06/2023**

**Tender Ref: IBC – Medoer PA6100191 – TR and SRY NW Components**

**To be filled by Bidder (Compulsory)**

Tenderer’s name: ……………………………………………………………….

Tenderer’s address: ………………………………………………………………...

**Code of Conduct**

1. **Labor Standards**

The labor standards in this code are based on the conventions of the international Labor Organization (ILO).

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. The employer adopts an open attitude towards the legitimate activities of trade unions. Workers’ representatives are not discriminated against and have access to carry out their representative functions in the workplace. Where the right to freedom association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

* Working conditions are safe and hygiene:

A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment. Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers. Access to clean toilet facilities and potable water and, if appropriate, sanitary facilities for food storage shall be provided. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers. The company observing the standards shall assign responsibility for health and safety to a senior management representative.

* Child Labor shall not be used:

There shall be no new recruitment of child labor. Companies shall develop or participate in and contribute to policies and programmes, which provide for the transition of any child found to be performing child labor to enable her/him to attend and remain in quality education until no longer a child. Children and young people under 18 years of age shall not be employed at night or in hazardous conditions. These policies and procedures shall conform to the provisions of the relevant International Labor Organization (ILO) standards.

* Working hours are not excessive:

Working hours comply with national laws and benchmark industry standards, whichever affords greater protection. In any event, workers shall not on a regular basis be required to work in excess of the local legal working hours. Overtime shall be voluntary, shall not exceed local legal limits, shall not be demanded on a regular basis, and shall always be compensated at a premium rate.

* No discrimination is practiced:

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

* Regular employment is provided:

To every extent possible work performed must be on the basis of a recognized employment relationship established through national law and practice. Obligations to employees under labor or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labor-only contracting, sub-contracting or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

* No harsh or inhumane treatment is allowed:

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

1. **Environmental Standards**

Suppliers should as a minimum comply with all statutory and other legal requirements relating to the environmental impacts of their business. Detailed performance standards are a matter for suppliers, but should address at least the following:

* Waste Management

Waste is minimized and items recycled whenever this is practicable. Effective controls of waste in respect of ground, air, and water pollution are adopted. In the case of hazardous materials, emergency response plans are in place.

* Packaging and Paper

Undue and unnecessary use of materials is avoided, and recycled materials used whenever appropriate.

* Conservation

Processes and activities are monitored and modified as necessary to ensure that conservation of scarce resources, including water, flora and fauna and productive land in certain situations.

* Energy Use

All production and delivery processes, including the use of heating, ventilation, lighting, IT systems and transportation, are based on the need to maximize efficient energy use and to minimize harmful emissions.

* Safety precautions for transport and cargo handling

All transport and cargo handling processes are based on the need to maximize safety precautions and to minimize potential injuries to IBC beneficiaries and staff as well as the suppliers’ employees or those of its subcontractors.

1. **Business Behavior**

The conduct of the supplier should not violate the basic rights of IBC’s beneficiaries. The supplier should not be engaged:

IBC will:

1. Assign responsibility for ensuring compliance with the Code of Conduct to a project manager.
2. Make appropriate human and financial resources available to meet its stated commitments,

IBC expects suppliers to:

1. Accept responsibility for labor and environmental conditions under which products are made and services provided.
2. Assign responsibility for implementing the Code of Conduct to An officer.

Both parties will

1. require the immediate cessation of serious breaches of the Code and, where these persist, terminate the business relationship.
2. Seek to ensure all employees are aware of their rights and involved in the decisions which affect them.
3. Avoid discriminating against enterprises in developing countries.
4. Recognize official regulation and inspection of workplace standards, and the interests of legitimate trades unions and other representative organizations.
5. Consider Sphere Project’s protection principles.

Qualifications to the Policy Statement

The humanitarian imperative is paramount. Where speed of deployment is essential in saving lives, IBC will purchase necessary goods and services from the most appropriate available source.

IBC can accept neither uncontrolled cost increases nor drops in quality. It accepts appropriate internal costs but will work with suppliers to achieve required ethical standards as far as possible at no increase in cost or decrease in quality.

**To be filled by Bidder (Compulsory)**

I undersigned, ………………………………………………………………. agree to adopt the above Code of Conduct and to commit to comply with the labor and environmental standards specified, both in my own company and those of my suppliers.

Company Name: ………………………………………………………………..

Authorized Representative Name: ………………………………………………………………..

Stamp and Signature: ……………………………………………………………………………………

Date: ………………………………………………………………..