



Corporate Social Responsibilities

SUPPLY CHAIN POLICY EXCERPT – Riventa Ltd

December 2018

Introduction

Excerpt taken from
<<Corporate Social Responsibilities - CODE OF CONDUCT>>

10. Responsibility Documentation and Inspection

- a) All suppliers are expected to maintain on file such documentation as may be needed to demonstrate compliance with the requirements of this Code of Conduct.
- b) RIVENTA may conduct audits regularly at all facilities used to produce its components, including the facilities of sub-contractors, to determine whether the requirements set out above have been met.
- c) A named Senior Manager (a member of the board or equivalent) shall be given responsibility for ensuring that these requirements are understood and complied with.
- d) This policy will become part of RIVENTA's Sourcing Terms and Conditions.

International & National Laws

In applying this code RIVENTA requires adherence to the specific requirements for social accountability as laid out in the International Standard - Social Accountability 8000 (SA8000) and that the following International Instruments (Conventions and Recommendations) be followed:

- ILO Conventions 29 and 105 & Recommendation 35 (Forced and Bonded Labour)
- ILO Convention 87 (Freedom of Association)
- ILO Convention 98 (Right to Organise and Collective Bargaining)
- ILO Conventions 100 and 111 & Recommendations 90 and 111 (Equal Remuneration for male and female workers for work of equal value; Discrimination in employment and occupation)
- ILO Convention 138 & Recommendation 146 (Minimum Age).
- ILO Convention 135 & Recommendation 143 (Workers' Representatives Convention)
- ILO Convention 155 & Recommendation 164 (Occupational Safety & Health)
- ILO Convention 159 & Recommendation 168 (Vocation Rehabilitation & Employment/Disabled Persons)
- ILO Convention 177 & Recommendation 184 (Home Work).

Companies applying this code are expected to comply with national and international laws as applicable and, where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection.

Each RIVENTA direct supplier shall put in place a system to identify all of the relevant ILO Conventions (& Recommendations), international, national and regional laws and any other requirements referenced by this Code. They will be expected to pass this information onto sub-contractors and suppliers as appropriate.

A handwritten signature in blue ink, appearing to read 'S Barrett', with a stylized flourish extending to the right.

Stephen Barrett B.Eng (Hons), MBA, MIOD
Managing Director
Riventa Ltd

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