



ISG Supply Chain Commitment – anti-slavery & human trafficking

1. ISG values require that all workers are treated with dignity and respect. It is fundamentally opposed to slavery, human trafficking, forced labour, debt bondage, the sale or exploitation of children and all exploitative practices in the workplace.
2. ISG requires that all contractors do not engage in any such practices, and do not knowingly themselves contract with third parties which do. In entering into or continuing a business relationship with ISG, contractors warrant that is the case.
3. ISG expects its contractors to respect all human rights, to meet or exceed all local human rights legislation, conducting business in accordance with the principles of, and with respect for, the Universal Declaration of Human Rights.
4. ISG values require that it terminates business relations with any contractor found to be in breach of this warranty.

Child Labour	<ul style="list-style-type: none"> • Ensure that no child labour is used throughout your operations
Working Conditions	<ul style="list-style-type: none"> • Ensure that work is carried out in line with local laws
	<ul style="list-style-type: none"> • Take measures to ensure that working conditions do not adversely affect the health and safety of workers and the wider public
	<ul style="list-style-type: none"> • Ensure the right to worker representation and collective bargaining is respected to ensure freedom of association
Living Conditions	<ul style="list-style-type: none"> • Where provided, living conditions are safe and hygienic and safe transport is provided between the accommodation and workplace
Employment Conditions	<ul style="list-style-type: none"> • Afford workers the right to choose to work and ensure freedom to change employment is respected (to include freedom of workers to terminate employment and the prohibition of compulsory overtime)
	<ul style="list-style-type: none"> • Ensure that worker paid fees are prohibited when recruiting
	<ul style="list-style-type: none"> • All employees and third parties working on your behalf should be free from discrimination and treated equally
	<ul style="list-style-type: none"> • Ensure that all employees have a written contract of employment that is clear and transparent
	<ul style="list-style-type: none"> • Access to remedy and an established grievance procedure is available to all workers
Wages	<ul style="list-style-type: none"> • Wages offered are in line with national legal standards
	<ul style="list-style-type: none"> • Wages are paid on time and directly to all employees, with each employee provided a paper or electronic wage statement/slip recording the following information: hours worked; rate of pay; overtime hours worked; overtime rate of pay; deductions for income tax; deductions for national or social security contributions.
Working Hours	<ul style="list-style-type: none"> • Ensure that working hours offered to staff are compliant with national laws
Identification documents	<ul style="list-style-type: none"> • Ensures that original identification documents of workers (such as passports, work visa's/permits, driving licenses and national identity cards) are not confiscated

DECLARATION
<p>Please sign and date the section below to confirm your company's adherence/agreement with ISG's stance towards the prevention of slavery and human trafficking.</p> <p>NOTE: ISG specifies for this commitment document to be signed by a Director of the supplier company.</p> <p>Print name: _____ Position: _____</p> <p>Signature: _____ Date: _____</p>