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CÉMOI ETHICAL CODE

INTRODUCTION :

The ethical code ("Code") is our commitment to governing our daily activities. It applies to all our business partners.

We are committed to conducting our business in an ethical and socially responsible manner in compliance with all applicable laws and regulations in the countries where we operate. This Code represents our core values, principles and policies regarding this commitment.

1. RESPECTING LAWS AND REGULATIONS

The CEMOI group will always comply with local, national and international regulations and laws.

We are especially committed to respecting:

- the Universal Declaration of Human Rights principles dated December 10, 1948,
- the United Nations Guiding Principles on Business and Human Rights dated June 16, 2011
- the International Labour Organization (I.L.O.) 's fundamental standards¹

2. HUMAN RIGHTS

Human rights, prohibition of child labour, forced labour, respect of freedom of association are a priority for our Group.

Employment must be voluntary and workers should be treated with dignity and respect. We take care that none of our employees works under duress.

We strive to ensure that non-discrimination principles and personal rights are respected and that initiatives are taken to contribute to eliminating all discrimination of race, color of skin, gender, sexual orientation, disability, marital status, age, religion, political opinion, language, property, nationality, ethnic appurtenance or social origin.

Verbal, psychological, physical, sexual harassment or abuse are strictly prohibited. We take care that none of our employees is subjected to mental or physical restraint or verbal abuse.

We take care that wages are duly paid on a regular basis. Frequency and wage level are clearly communicated at the beginning of the employment period.

Our employees will work in compliance with applicable laws pertaining to working times.

Employment decisions and terms and conditions of employment will be based on merit, skills and job related performance.

3. RELATIONS WITH OUR BUSINESS PARTNERS



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Our business partners are those who respect this Code, our manufacturing specifications, practices, methods, quality commitments, prices, delivery dates.

Our business partners are committed to comply with all applicable laws of the countries in which our products are sold.

Audits can be carried out to ensure that our business partners comply with this Code. Violation of this Code may lead to the termination of our relationship with a business partner.

Any unethical or illegal act by a business partner can damage our reputation and the trust in our partners.

4. HEALTH AND SECURITY AT WORK

We take care to inform our employees about health and security risks at work.

Our employees work in safe and healthy working conditions and facilities in accordance with applicable laws.

5. ENVIRONMENT

Respect for the communities and the environment in which we work are guiding principles for us.

We integrate sustainable practices throughout every step of the production.

We encourage conservation of resources and energy and establish and implement policies to achieve this.

We comply rigorously with local regulations and laws applied to our operations.

6. PREVENTION AND DETECTION OF CORRUPTION

We act in the best interests of the company at all times.

We forbid all behaviours that could be defined as active acts of corruption that involve proposals or gifts directly or not to a public agent or a private person including offers, promises, advantages, for him or anyone else, to accomplish or undo an action directly or indirectly related to his mission

Our employees and business partners are expected to comply with applicable anti-bribery and corruption laws.

Our employees will not accept any form of personal enrichment, gifts, favours or entertainment that could compromise their ability to make objective business decisions on behalf of the Group.

Personal relationships that improperly influence or appear to improperly influence business decisions are avoided.

Material non-public information, such as but not limited to unpublished financial results, changes in business programs and policies, possible acquisitions or mergers, corporate earnings projections or changes in senior management, will not be used or disclosed for personal gain.

Engagement in any type of outside employment, business or other interests, in a charitable or other non-profit or trade organization are to be approved without prior approval of our Legal or Human Resources department.



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Company resources, time or assets are used for business purposes only and not for personal gain or other private business.

Charitable donations or political contributions must not constitute corruption or be contrary to applicable laws.

7. OUR CUSTOMERS

We guarantee to our customers that our products comply to quality and to food safety regulations in force. This applies across our supply chain from the raw materials to the end-product

8. OUR COMPETITORS

We are committed to comply with antitrust and competition laws to prevent interference in a liberal market environment.

We respect the confidential information and intellectual property of our competitors.

9. DATA PRIVACY

We are responsible for protecting individual personal information irrespective of the source (employees, business partners, current or former).

Collection, use and disclosure of identifiable data (and especially data privacy) is conducted in compliance with applicable legislation.

ILLO's fundamental standards

- 1) Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)*
- 2) Right to Organize and Collective Bargaining Convention, 1949 (No. 98)*
- 3) Forced Labour Convention, 1930 (No. 29)*
- 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)*



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