

Code of Conduct

For the ornamental horticulture sector

The 12 principles provide guidance for a sustainable and responsible way of interaction and collaboration. The code was drawn up by the parties to the International Responsible Business Conduct Agreement.

1



No forced labour

Forced labour is not permitted

2



No child labour

Child labour is strictly prohibited

3



No discrimination

All people are treated equally, regardless of their gender, origin, religious background, or preferences.

4



No precarious or improper work

Employees receive safe and well-protected employment contracts.

5



Freedom of association and collective bargaining

Companies respect employees' right to freedom of association and collective bargaining, including through trade union membership.

6



Fair wages

Employees receive fair wages, and companies gradually work toward paying a living wage.

7



Decent working hours

Decent working hours, without structural overtime and in line with legislation.

8



Health and safety at work

Employees have safe and hygienic working conditions

9



Special protection of young workers

Employees between the ages of 15 and 24 must be treated with extra care

10



Environmental protection

Companies minimize their negative impact on the environment

11



Access to remedy

Companies provide employees with the opportunity to seek remedy in the event of negative impacts.

12



Ethical business conduct

Companies will apply the principles of honesty and fairness in their relationships with employees and business partners.

Signatories of the agreement

