

Supplier Code of Conduct (Ethical Sourcing)

Dataco Global

Purpose and Scope

This Supplier Code of Conduct outlines the ethical, social, and environmental standards required of all suppliers, contractors, and their subcontractors engaged by Dataco Global. The goal is to ensure all business relationships are conducted in compliance with internationally recognized best practices, fostering transparency and accountability at every stage of our supply chain.

1. Compliance with Laws and Regulations

- Suppliers must comply with all applicable local, national, and international laws and regulations in every jurisdiction where they operate.
- All products and services supplied to Dataco Global must meet relevant legal and regulatory standards, including labor, environmental, trade, and anti-corruption laws.

2. Labor Standards and Human Rights

- Child labor is strictly prohibited. No person under 15 years of age (or higher age as mandated by local law) may be employed.
- Forced labor, including prison labor or human trafficking, is not tolerated.
- Employees must receive at least 150% of the local minimum wage for overtime hours.
- Working hours must not exceed 48 hours per week, with at least one day off in every seven-day period.
- All workers must be provided with written terms of employment in a language they understand.

3. Health and Safety

- Suppliers must provide safe and healthy working environments, including access to clean drinking water, sanitation facilities, and emergency exits.
- There shall be zero fatalities and an annual incident rate not exceeding 2 recorded injuries per 100 employees.
- Personal Protective Equipment (PPE) must be supplied to all staff engaged in hazardous work, with at least 98% compliance verified through quarterly audits.

4. Environmental Protection

- Suppliers are required to have documented environmental policies and to actively minimize waste, emissions, and energy consumption.

- Greenhouse gas emissions must be measured annually, with year-on-year reduction targets set at a minimum of 3%.
- At least 80% of waste generated in production must be recycled or reused.
- All chemicals and hazardous materials must be handled, stored, and disposed of in compliance with environmental regulations.

5. Ethical Business Conduct

- Corruption, bribery, extortion, and embezzlement are strictly prohibited. All gifts, entertainment, or payments to Dataco Global personnel must not exceed a value of \$50 per individual in any calendar year.
- Suppliers must disclose any conflicts of interest and business relationships with Dataco Global employees.
- Annual anti-corruption and anti-bribery trainings must be attended by at least 90% of supplier managerial staff.

6. Data Privacy and Confidentiality

- Suppliers must protect any confidential or proprietary information received from Dataco Global, employing appropriate security practices in line with ISO 27001 requirements.
- Data breaches must be reported to Dataco Global within 48 hours of discovery.

7. Monitoring, Audits, and Compliance

- Dataco Global reserves the right to conduct audits, including unannounced site inspections, at least once every 24 months.
- Suppliers must submit annual self-assessment reports and certify compliance with this Code of Conduct.
- Non-compliance may result in corrective action plans, with major violations potentially leading to contract termination and blacklisting for a minimum of 24 months.

8. Continuous Improvement

- Suppliers are required to set annual objectives for improvement in labor, health and safety, and environmental practices, with progress reviews conducted during regular business meetings.

Note: This policy has been generated specially for a hackathon. It has no relation with Syngenta or any other company.