

CSR policy for Doro suppliers

DORO, and its customer base, have set and encourage high standards of corporate responsibility, within its operations and those of its supply chain. This policy provides an overview of requirements and expected behaviour for suppliers contracted to DORO and their supply chain partners.

This policy is derived from internationally recognized standards and conventions including the UN Universal Declaration of Human rights, ILO core conventions, Responsible Business Alliance (RBA) code of conduct and Joint Audit Cooperation (JAC) Guidelines to support the alignment of requirements across the industry. Further to this policy Supplier shall comply with all regulatory requirements, including but not limited to applicable laws, rules, regulations and treaties. If there are conflicts between requirements in this policy and local regulations, the higher standard shall prevail.

For all parties contracting with DORO, compliance with the Policy represents, in addition to and notwithstanding any contractual clause, a substantial condition of the commercial relationship. In case of material failure to comply with this policy, the DORO will set a time limit for the supplier to complete corrective measures. DORO or a third party assigned by DORO will follow up that the actions have desired effect and eliminate the cause of the issue. It shall be noted that any non-compliance can result in the termination of the contractual relations.

A. General

The parties signing the Policy should;

- Take all necessary steps to comply with the requirements
- Faithfully inform DORO of any difficulty encountered in applying the Policy;
- Take all appropriate steps to communicate the Policy principles to their employees, including their rights;
- Take steps to encourage employees to maintain or improve compliance with the Policy and to report incidences of non-compliance either to DORO directly or to suitable management representatives of supplier companies.
- Take necessary actions to ensure and follow up that own suppliers comply with the policy;

- Take all necessary actions to forward the requirements in the supply chain secure that own suppliers incorporate the requirements specified in the Policy to their own supply chain policies and ensure their suppliers follow requirements.

Reporting and communication

Supplier shall keep accurate, timely and relevant information on compliance performance and make it available to Doro upon reasonable request and fully cooperate with Doro in any investigation conducted regarding obligations in connection with the performance of the agreement.

Supplier shall report existing and /or suspected material breach of this policy to Doro representative or through [Whistle blower routine \(doro.com\)](https://www.doro.com/whistleblower)

If requested the supplier shall provide information on the traceability of their products to improve transparency in the value chain.

Audits and Access

A new supplier shall give free access to DORO before signing to create the right conditions for Doro to be able to agree on supply.

During the validity of the contract, DORO representatives or an outside representative mandated by DORO will be entitled, without prior notification, to verify the compliance of the supplier with the requirements contained in this policy. DORO can in some cases accept that the supplier share audit report of RBA Code of Conduct third party audit as alternative.

The supplier will be required to facilitate access to all administrative documents and all persons as well as to working premises and on-site housing.

B. Labour:

Suppliers must uphold the human rights of employees, and treat them with dignity and respect as understood by the international community. This applies to all employees including temporary, migrant, student, contract, direct employees, and any other type of employee.

Employees must be legally entitled to work in the country in which they work and must be granted the protections and rights granted to legal employees in that country. The Supplier shall ensure that employment terms are fair and reasonable for the employee.

Freely chosen employment

Forced, bonded (including debt bondage) or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons is not permitted. This includes transporting, harbouring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services. Employees shall not be required to pay employers agents or sub-agents recruitment fees or other related fees for their employment. If any such fees are found to have been paid by employees, such fees shall be repaid to the employee. Employees shall be free to terminate their employment without penalty if reasonable notice is given as per the employees contract.

As part of the hiring process, all employees must be provided with a written employment agreement in their native language that contains a description of the terms and conditions of employment. The terms shall fair and reasonable. Migrant employees, from other countries as well as withing a country, must receive the employment agreement prior to the employee departing from his or her country of origin/ home town and there shall be no substitution or change(s) in the employment agreement upon arrival unless these changes are made to provide better terms for the employee.

Employers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. There shall be no unreasonable restrictions on employees' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities including, if applicable, employees dormitories or living quarters.

Child labour and young employees

Child labour is strictly forbidden throughout the supply chain, including supporting services. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. No employee under the age of 18 (Young Employees), regardless of local regulations, shall perform night shifts, overtime or any other work that is heavy, hazardous or unsafe to their physical and mental health and development or other tasks that are likely to jeopardize their health or safety.

Suppliers shall establish an appropriate mechanism to verify the age of employees. If any child labour is detected, the Supplier shall immediately take the required action steps. The Supplier shall immediately stop such child labour and improve the reviewing process regarding the age of the employees during recruitment.

The use of legitimate workplace learning programs and work during school holiday, which comply with all laws and regulations, is supported. For such learning programs suppliers shall ensure proper management of student employees through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Suppliers shall provide appropriate support and training to all student employees. In the absence of local law, the wage rate for student employees, interns, and apprentices shall be at least the same wage rate as other entry-level employees performing equal or similar tasks.

Working hours

The Supplier is prohibited from requiring employees to work more than the maximum hours as set by international standards, including the International Labour Organization, local and national laws, or in the freely negotiated and legitimate collective agreement, whichever is most restrictive. In any case, a work week must not be more than 60 hours per week, including overtime, except in emergency or unusual situations.

The Supplier must ensure overtime is voluntary and paid in accordance with local and national laws or regulations. Employees must be allowed at least one day off per seven-day work week. The Supplier must keep employee working hours and pay records in accordance with local and national laws or regulations and provide such records upon request. The supplier must provide annual and parental leave (e.g. maternity, paternity) at the minimum in accordance with local law.

Wages and benefits

Compensation paid to all employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. This includes, but is not limited to employees who are permanent, temporary, dispatched, disabled, migrant employees, apprentices, and contract employees. In compliance with local laws, employees shall be compensated for overtime at pay rates greater than regular hourly rates. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labour will be within the limits of the local law.

Deductions from wages as a disciplinary measure are not permitted in any circumstance, regardless if it is permitted by law.

The supplier shall identify the living wage for the location of each factory and have a structured plan to reduce a potential gap between paid wage and living wage.

Performance management and competence development

Supplier shall ensure that employees have the education, training and competencies required for their position and tasks and that they are aware of the policies, rights and responsibilities related to carrying out their duties. The competence shall be maintained, i.e. the supplier shall assess need for regular refresh training of certain competence as safety.

Exit procedure

Supplier shall ensure that exit procedures comply with applicable collective agreements. Notice period shall be the same for the employee and employer. There shall be proper documentation for exiting employees such as resignation, termination and proper final settlement calculation and proof of final payment for all employees leaving the company (including those who are absconding from the job). Supplier shall process any personal data submitted by the employee fairly, lawfully and carefully in a way that protects the privacy and rights of employees. Personal data must not be retained longer than legally required. Certifications to prove skills to test and approve products or parts of products shall be maintained for the expected lifetime of the product.

Humane treatment

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of employees; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be in accordance with local law and be clearly defined and communicated to employees.

The Supplier must not use private or state security forces to protect the business project if, due to a lack of instruction or control on the part of the Supplier, there is a threat of the security forces being used in violation of the prohibition of torture or cruel, inhuman or degrading treatment, or against life and limb, or freedom of association and union.

No discrimination, no harassment

The supplier should promote diversity, inclusion and equal opportunities for all employees. The suppliers must be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability,

pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other reason in hiring and employment practices such as wages, promotions, rewards, and access to training. Employees shall be provided with reasonable accommodation for religious practices. In addition, employees or potential employees should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

Special attention should be made to employees that may be harassed or under the undue influence due to their assigned work. This includes for example inspectors and guards.

Freedom of association

In conformance with local law, Suppliers shall respect the right of all employees to form and join employee councils or trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of employees to refrain from such activities. When local laws or circumstances restrict these rights, the Supplier should pursue other ways of engaging in meaningful dialogue with its employees on employment issues and workplace concerns.

Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

The supplier shall ensure that representatives of employees and any personnel engaged in organising employees are not subjected to discrimination, harassment, intimidation, or retaliation for the reason of their being members of a union or participating in trade union activities and that such representatives have access to their members in the workplace.

Health and Safety

The supplier recognizes that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and employee retention and morale.

Suppliers shall ensure to maintain safe and healthy working conditions for employees, employees, visitors, contractors and any subcontractors working at the site according to the local laws and regulations. Suppliers also recognize that ongoing employee input and education are essential to identifying and solving health and safety issues in the workplace.

Occupational safety

Employee potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls, which includes eliminating the hazard, substituting processes or materials, controlling through proper design, implementing engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and providing ongoing occupational health and safety training. Where hazards cannot be adequately controlled by these means, employees are to be provided with appropriate, fitting, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.

Employees shall be encouraged to identify safety risks and raise safety concerns without risk of repercussions.

Emergency preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, employee training, and drills. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

Occupational injury and illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage employee reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of employees to work.

Industrial hygiene

Employee exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls. If any potential hazards were identified, participants shall look for opportunities to eliminate and/or reduce the potential hazards. If

elimination or reduction of the hazards is not feasible, potential hazards are to be controlled through proper design, engineering, and administrative controls. When hazards cannot be adequately controlled by such means, employees are to be provided with and use appropriate, fitting, well-maintained, personal protective equipment free of charge. Protective programs shall be ongoing and include educational materials about the risks associated with these hazards.

Physical demanding work

Employee exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to employees.

Sanitation, Food and Housing

Employees are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Employee dormitories are to be maintained to be clean and safe and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

If food is served in canteens, the supplier shall take necessary actions to eliminate risks of food poisoning.

Health and safety communication

Supplier shall provide employees with appropriate workplace health and safety information and training in the language of the employee for all identified workplace hazards that employees are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall at least be clearly posted in the facility. Training is provided to all employees prior to the beginning of work and regularly thereafter. Employees shall be encouraged to raise any health and safety concerns without retaliation.

C. Environment

Suppliers recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations while safeguarding the health and safety of the public.

Environmental permits and reporting

All required environmental permits (e.g. discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

Pollution prevention and resource reduction

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, substitution, and facility processes; or by other means.

The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, is to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

Materials restrictions

Suppliers are to adhere to all applicable laws, regulations, and Doro requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling and disposal. This means the supplier must ensure sufficient traceability of substances in included components to enable content evaluation.

Hazardous substances

Supplier shall apply the internationally recognized precautionary principle. This means that the supplier is responsible for always choosing products and solutions with lower environmental footprint and if the environmental effect is not known the substance shall be avoided or, if not possible, handled with high caution.

Chemicals, waste, and other materials posing a hazard to humans or the environment are to be identified, labelled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal.

Supplier shall comply with local laws and regulations prohibiting or controlling the use of particular chemicals and other materials.

Solid waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Suppliers shall proactively explore and apply circular business models.

Air emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge according to local laws and regulations. Suppliers shall conduct routine monitoring of the performance of their air emission control systems.

Water management

Supplier shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination.

All wastewater is to be characterized, monitored, controlled and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

Suppliers shall implement a systematic approach to prevent contamination of stormwater runoff. Suppliers shall prevent illegal discharges and spills from entering storm drains.

Energy consumption and Greenhouse Gas Emissions

Suppliers are to establish a corporate-wide greenhouse gas reduction goal aiming for climate neutral supply chain. Energy consumption and all relevant Scopes 1, 2 and 3 greenhouse gas emissions are to be tracked, documented, and publicly reported for example via CDP.

Suppliers are to identify and assess their climate-related business risks and identify possible actions to reduce these risks.

Design for the environment and recycled materials

Supplier shall consider environmental aspects in all phases of product development, using, for example, specific Design-for-Environment (DfE) methods or checklists. Choices made during these product development phases shall, whenever possible, reduce or eliminate negative environmental impacts. All reasonable attempts shall be made to reduce or eliminate hazardous

constituents from the product, to promote efficient use of materials (i.e., to reduce waste), to improve the energy efficiency of the product and to promote recycling.

Supplier shall track its recycled/scrap origin materials contents and strive to reduce its use of virgin materials.

D. Ethics

Suppliers are to adhere to all applicable laws and regulations in their business activities. To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents are to uphold the highest standards of ethics.

Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement. All business dealings should be transparently performed and accurately reflected on Suppliers' business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws. An anti-corruption compliance program aligned with United Nations Convention against Corruption shall be in place.

No improper advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record-keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

Disclosure of information

Information regarding suppliers labour, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.

Intellectual property

Intellectual property rights are to be respected, transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

Non-disclosure and Confidentiality agreements

Supplier shall ensure that employees working with Doro products or projects or having access to Doro-specific knowledge, information or data have signed a Non Disclosure Agreement (NDA) separately or as part of the working contract. Suppliers shall ensure that the employees fully understand its practical implications.

Fair Business Advertising and Competition

Standards of fair business, advertising, and competition are to be upheld.

Protection of Identity and Non-Retaliation

The Supplier must provide employees with effective grievance procedures for raising workplace concerns, including concerns involving harassment and discrimination, to the attention of management for appropriate resolution. Employees must be given a safe environment to provide their grievances and feedback. The Supplier management must act upon the feedback and regularly monitor the resolution status.

Employees and/or their representatives must be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. The Supplier must periodically provide employees with information and training on all grievance procedures. All forms of retaliation against employees for raising a workplace suggestion or concern are strictly prohibited. The Supplier shall not retaliate through the use of personal attacks, intimidation, or other threats against employees who act to raise workplace concerns, including infringement of employee rights under local legal requirements or international standards.

Responsible sourcing of minerals

The use of conflict minerals, strategic materials and illegal timber that can be associated with severe human rights violations and environmental destruction is unacceptable within the supply chain under any circumstance. In this regard, the Supplier shall ensure compliance with all applicable laws and regulations including defining a supply chain policy and make their due diligence by participating in established supply chain communication processes like the "RMI -

Conflict-Free Smelter Program” and/or by application of a nationally or internationally recognized supply chain due diligence standard such as the OECD guidelines.

Privacy

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. Management systems

Suppliers shall adopt or establish a management system with a scope that is related to the content of this Policy. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant’s operations and products; (b) conformance with this Policy; and (c) identification and mitigation of operational risks related to this Policy. It should also facilitate continual improvement.

Company commitment

A corporate social and environmental responsibility policy statement affirming the Supplier's commitment to compliance and continual improvement, endorsed by executive management, must be announced to all facilities of the Supplier in the local language of each facility.

Senior management shall ensure the establishment of the management systems and associated programs as well as follow up on the status on regular basis.

Legal and customer requirements

The Supplier shall establish and continue to operate at all times a process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Policy and shall comply with the same.

Risk assessment and risk management

The Supplier shall establish and continue to operate at all times a process to identify the legal compliance, environmental, health and safety and labour practice and ethics risks associated with the suppliers operations. Determination of the relative significance of each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

Improvement objectives

Written performance objectives, targets and implementation plans to improve the Supplier's social and environmental performance, including a regular measurement and reporting of KPIs to follow the suppliers performance in achieving those objectives.

Training

Supplier shall define awareness training of managers and employees, written performance objectives, targets and implementation plans as needed to improve the Supplier's social and environmental performance, including a periodic assessment of the suppliers performance in achieving those objectives.

Communication

The Supplier shall establish and continue to operate at all times a process for communicating clear and accurate information about the Suppliers policies, practices, expectations and performance to employees, Suppliers and customers.

Employee Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, to obtain feedback on violations against practices and conditions covered by this Policy and to foster continuous improvement. Employees must be given a safe environment to provide grievances and feedback without fear of reprisal or retaliation.

Audits and assessments

The Supplier shall establish and continue to operate at all times periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Policy and customer contractual requirements related to social and environmental responsibility.

Corrective action process

The Supplier shall establish and continue to operate at all times a process for timely reporting, recording and investigation of all incidents related to this policy, e.g. environment, health and safety, and business conduct. The supplier shall have a process to correct the causes of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

Documentation and records

The Supplier shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy. The Supplier's adoption of and compliance with this Policy must be documented.

Data security, data protection and AI guidelines

The Supplier shall adhere to all applicable data protection laws and all specific data protection and security requirements.

Data processing and AI algorithms, as well as the use of the data, shall be documented in a comprehensible manner and shall be subject to applicable laws and regulations, in particular, the statutory data protection and security provisions. The development and usage of Artificial Intelligence shall be carried out according to European fundamental values. The use of AI systems shall be non-discriminatory and transparent towards users. The Supplier shall appoint a responsible person for each AI solution and conditions to stop or shut down each AI system at any time by the user ("emergency stop").

F. References to other documents and contact details.

Doro Business Ethics, Modern slavery act statement, Quality policy, Environmental policy, Information security policy and other relevant policies are published on;

<https://www.doro.com/en-gb/corporate/sustainability/policies/>

For anonymous contact and confidential information of found or suspected non-compliances please use the Whistle blower function to report violations:

<https://corporate.doro.com/sustainability/sustainability/whistle-blower-function/>

The Universal Declaration of Human Rights	https://www.un.org/en/universal-declaration-human-rights/
International Labour Organisation ("ILO")	https://www.ilo.org/global/standards/lang--en/index.htm
ILO Minimum Age Convention (No. 138)	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138
ILO Worst Forms of Child Labour Convention, 1999 (No. 182)	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182
Article 32 in The United Nations Convention on the rights of the child	https://www.unicef.org.uk/wp-content/uploads/2010/05/UNCRC_united_nations_convention_on_the_rights_of_the_child.pdf
ILO standard Forced Labour Convention, 1930 (No. 29)	https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C029
ILO standard Abolition of Forced Labour Convention, 1957 (No. 105)	https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C105
ILO Equal Remuneration Convention, 1951 (No. 100)	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C100
ILO Standards Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C087
ILO Standard Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098
ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111
United Nations Convention against Corruption	https://www.unodc.org/unodc/en/corruption/tools_and_publications/UN-convention-against-corruption.html
OECD Guidelines for Multinational Enterprises	Guidelines for multinational enterprises - OECD
UN Global Compact	Homepage UN Global Compact