

MARP

COMMUNICATION ON PROGRESS

version_1

COMMUNICATION ON PROGRESS

1

INTRODUCTION

MARP Marketing y Producto, S.A. believes that the continuity and the development of its activity it is not feasible without a voluntary integration of the social and environmental concerns on its day-to-day commercial operations and on its relationship with its interlocutors.

In stance with its position, MARP Marketing y Producto, S.A. affirms its Corporative Quality and Social Responsibility Policy, the commitment to guard the rights of the employees, the satisfaction of its customers and the conservation and protection of the environment.

MARP to uphold its commitment and following the ten principles of United Nations Global compact establishes the following principles as Code of Conduct.



Ángela Meigarejo
General Manager
July, 22nd 2016

COMMUNICATION ON PROGRESS

2

CHILD LABOUR

We will not engage in or will support the use of child labour, understanding as so any work by a child younger than 15 or older in case local minimum age law stipulates a higher age for work.

We will not expose children or young workers to situations in or outside of the workplace that are hazardous , unsafe or unhealthy.

3

FORCED LABOUR

We will not engage in or support the use of forced labour, nor will personnel be required to lodge 'deposits' or identity papers upon commencing employment with the company.

4

HEALTH AND SAFETY

Bearing in mind the prevailing knowledge of the industry and of any specific hazards, will provide a safe and healthy working environment and will take adequate steps to prevent accidents and injury to health arising out of, associated with or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

COMMUNICATION ON PROGRESS

4

HEALTH AND SAFETY

We will appoint a senior management representative responsible for the health and safety for all personnel, and accountable for the implementation of the Health and Safety issues of this standard.

We will ensure that all personnel receive regular and recorded health and safety training, and that such training is repeated for new and reassigned personnel,

We will establish systems to detect, avoid or respond to potential threats to the health and safety of all personnel.

MARP will provide, for use of all personnel, clean bathrooms, access to potable water, and, if appropriate, sanitary facilities for food storage,

We will ensure that, if provided for personnel, dormitory facilities are clean, safe and meet the basic needs of the personnel.

5

FREEDOM OF ASSOCIATION

MARP respects the right of all personnel to form and join trade unions of their choice and to bargain collectively.

In those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all such personnel.

We will ensure that representatives of such representation have access to their members in the workplace.

COMMUNICATION ON PROGRESS

6

DISCRIMINATION

We will not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age.

We will not interfere with the exercise of the rights of personnel to observe tenets or practices, or to meet needs relating to race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation.

The company shall not allow behaviour, including gestures, language and physical contact, that is sexually coercive, threatening, abusive or exploitative.

7

DISCIPLINARY PRACTISES

We will not engage in or support the use of corporal punishment, mental or physical coercion, and verbal abuse.

COMMUNICATION ON PROGRESS

8

WORKING HOURS

The normal workweek shall be as defined by law but shall not on a regular basis exceed 48 hours. Personnel shall be provided with at least one day off in every seven-day period. All overtime work shall be reimbursed at a premium rate and under no circumstances shall exceed 12 hours per employee per week. If the company is party to a collective bargaining agreement freely negotiated with worker organizations, representing a significant portion of its workforce, it may require overtime work in accordance with such agreement to meet short-term business demand.

9

REMUNERATION

We will ensure that wages paid for a standard working week shall always meet at least legal or industry minimum standards and shall be sufficient to meet basic needs of personnel and to provide some discretionary income.

We will ensure that deductions from wages are not made for disciplinary purposes, and shall ensure that wage and benefits composition are detailed clearly and regularly for workers; the company shall also ensure that wages and benefits are rendered in full compliance with all applicable laws and that remuneration is rendered either in cash or check form, in a manner convenient to workers.

We will ensure that labour-only contracting arrangements and false apprenticeship schemes are not undertaken in an effort to avoid fulfilling its obligations to personnel under applicable laws pertaining to labour and social security legislation and regulations.

COMMUNICATION ON PROGRESS

10

PREVENTION OF POLLUTION

- We will comply to all defined legal environmental requirements.
- We will reduce the quantity and weight of packing but also keeping in mind the protection of the product.
- We will minimize the use of heavy metals and any other material that causes negative impact on the environment.
- We will include in our packing the legal corresponding labelling of the country of destination to guarantee the correct management of the packing residues or recycle.

11

CONTROL OF SUPPLIERS / SUBCONTRACTORS

We will establish and maintain appropriate procedures to evaluate and select suppliers/subcontractors (and, where appropriate, sub-suppliers) based on their ability to meet the requirements of this standard.

We will maintain appropriate records of suppliers/subcontractors (and, where appropriate, sub-suppliers') commitments to social accountability, including, but not limited to, the written commitment of those organizations to:

- a) Conform to all requirements of this standard (including this clause)
- b) Participate in the company's monitoring activities as requested
- c) Promptly implement remedial and corrective action to address any non conformance identified against the requirements of this standard

COMMUNICATION ON PROGRESS

11

CONTROL OF SUPPLIERS / SUBCONTRACTORS

We will maintain reasonable evidence that the requirements of this standard are being met by suppliers and subcontractors.

We will take special steps to ensure that home workers are afforded a similar level of protection as would be afforded to directly employed personnel under the requirements of this standard.

12

ANTI-CORRUPTION

MARP is committed not only to avoid bribery, extortion and other forms of corruption but to proactively to supervise, follow and fight against corruption internally and within supply chains.

MARP

Calle Rafael Botí 2
28023 Madrid, Spain
Tel. (+34) 91.799.13.30
www.marp.net