

Labour standards

Freedom of association

Gren's suppliers shall recognise and respect employees' freedom of association and their right to freely choose their representatives. Suppliers shall also recognise employees' right to collective bargaining. Suppliers shall not discriminate against employees' representatives or members of trade unions, or restrict their ability to carry out their representative functions in the workplace.

Forced labour

Gren's suppliers shall not use forced labour, and employees shall be free to leave their employment after reasonable notice as required by national law or contract. Employees shall not be required to lodge deposits of money or identity papers with their employer.

Wages and working hours

Gren's suppliers shall ensure that all employees are provided with understandable, written employment contracts setting out their employment conditions. Salary and terms shall be fair and reasonable, and at least comply with national laws or industry standards, whichever is higher. Working hours shall comply with national laws. Employees should have at least one day off per seven-day week.

Child labour and young workers

Gren's suppliers shall not, in any circumstances, employ children who are below the minimum legal employment age. The minimum age is the age of completion of compulsory schooling, or not less than 15 years (or 14 years in countries subject to the developing country exception of ILO Convention 138). Children and young people above the minimum age but under 18 years of age shall not be employed in any hazardous work, or work that jeopardises their health, safety, or morals.

Non-discrimination

Gren's suppliers shall treat their employees with respect and dignity. Any discrimination based on partiality or prejudice is prohibited. This includes discrimination based on ethnicity, gender, sexual orientation, marital status, pregnancy, parental status, religion, etc. Threats of violence, corporal punishment, physical or verbal abuse, or other unlawful harassment are strictly prohibited.

Health and safety

Gren's suppliers shall provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Suppliers shall ensure that appropriate health and safety information is provided to its employees and sub-suppliers, and that relevant training and protective equipment is provided. Suppliers working for Gren shall comply with Gren's general EHS requirements as applicable. Suppliers shall at least provide employees and sub-suppliers with drinking water, clean toilets, adequate ventilation and thermal conditions, emergency exits, proper lighting, and access to first aid supplies or other provisions for emergency care at the workplace, as well as in accommodation provided by the supplier (if any).

Prevention of alcohol and drug use at work

Gren is an alcohol- and drug-free workplace. Suppliers' employees and their sub-suppliers are permitted to work at Gren's premises only if they are sober and drug-free. Suppliers shall take precautionary action to prevent alcohol and drug abuse. Occasional testing can be performed on suppliers' employees when they are working at Gren's premises if it is allowed in national (or local) legislation.

Environment

Gren's suppliers shall support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. Suppliers should identify the environmental impacts of their operations and implement mitigation actions when required. Suppliers are expected to strive to continuously reduce the use of energy and water, as well as minimise waste and emissions to the air, water and land in their operations, and mitigate impacts on biodiversity.

Suppliers should consider the climate impact of their operations and reduce greenhouse gas emissions where reasonable. Suppliers are expected to promote the circular economy and pay attention to the efficient use of materials and the lifecycle impact of their products. Suppliers are encouraged to develop and diffuse environmentally friendly technologies. Suppliers shall at least comply with all applicable environmental laws and regulations.

Looking forward to working together, 