

borg&
overström

Ethical trading policy

Vision

Global Leaders in Refreshment Systems.

Mission

Empowering our Partners to Achieve More.

Values

Collaboration: A team by choice

Visionary: We're well on our way

Passion: We love what we do

Excellence: Distinctive in everything

Trust: A culture of integrity

Borg & Overström believes that, whilst furthering its aim to operate a profitable business, it must maintain awareness of the social and environmental implications of its trading. We therefore seek to retain a set of core values and to recognise our obligations to those with whom we have dealings.

The following shall apply regarding suppliers to further these aims:

SOURCING MATERIALS

Borg & Overström will seek to improve the efficiency with which we use resources, minimising the negative impact that we have on the environment. To this end, we seek to reduce our usage of energy, water, and raw materials. We have implemented an environmental management system, which satisfies the requirements of ISO 14001.

In selecting suppliers, we shall consider whether or not they undertake sustainable development practices in the acquisition and use of materials. We will avoid using suppliers that take advantage of lower employment or manufacturing cost in developing countries. Environmental attitude will also be considered when selecting a supplier, as this must be positive and sustainable.

We will not trade with those countries which are violators of human rights.

We will not trade with suppliers where forced, bonded, underage, or involuntary labour exists.

EMPLOYMENT RIGHTS



We will seek only to work with suppliers who comply with, or exceed the minimum requirement of, current employment legislation. Borg & Overström does not tolerate discrimination or harassment towards employees or potential employees on grounds relating to gender, age, race, disability, culture, religion, ethnicity, and sexual orientation. We recognise that some issues within developing countries employment policies are both sensitive and complex. Where applicable, we will question suppliers on their overseas employment practices, especially regarding young workers and their working practices and payment terms, in the region where the work is undertaken.

ALLIANCES

We shall establish alliances with selected suppliers to ensure that both parties derive long-term benefits from the relationship. It is in both our interests that suppliers should be enabled to sell more of their products and increase their market-share.



PERFORMANCE



Suppliers will be chosen because they have the relevant capabilities and credentials. They will be required to undertake and meet the product, service, and contractual standards, especially on delivery frequency and deadlines, cost and quality. We shall expect the best practical price from suppliers, but recognise the importance of a win-win deal for long term suppliers, so that they can continue to respond flexibly to our needs and develop innovation for our customers. We, in turn, will comply with our own contractual obligations to the suppliers in order to develop the relationship through mutual trust.

CONFIDENTIALITY AND QUALITY

Both Borg & Overström and its suppliers will mutually maintain the confidentiality of all information that is not in the public domain and provided during the relationship. Borg & Overström observes all principles of data protection, and conducts internal audits of the internal management system at quarterly intervals. We have an external audit by a UKAS accredited auditor once yearly and are certified to ISO 9001 and ISO 14001.

STAFF CONDUCT

Borg & Overström's staff may not accept favours, hospitality, or gifts from people or organisations with whom we have business dealings. This also applies to gifts supplied by a third party. To avoid embarrassing staff and suppliers, the company has clear guidelines on the acceptance of such gifts and monitors adherence to those guidelines.

WASTE DISPOSAL AND RECYCLING

Borg & Overström has been awarded certification by the British Standards Institute for its Environmental Management System 14001:2004. The company, therefore, operates a total waste management system for separation of any waste into specific waste streams. It is expected that all suppliers and subcontractors are aware of this policy and that any waste produced through their work processes is disposed of in the correct waste stream. Borg & Overström will continue to develop strategies concerning waste minimisation and recycling opportunities. Borg & Overström will also work to introduce and implement recycling initiatives which will be constantly evaluated. Waste minimisation and recycling form part of our supplier evaluations and we actively seek to encourage all suppliers to review their own environmental policies. We will always seek to repair products requiring our attention where possible but in all cases minimum material wastage / disposal is a prerequisite.



HEALTH AND SAFETY

Borg & Overström work within international standards and national laws, to ensure that all employees work in a safe and responsible manner. Health and safety information and training are available to all within the workplace. Responsibilities for health and safety are defined in our Health and Safety Management System, which conforms to the requirements of OHSAS 18001.



Certificate Number 13997
ISO 9001, ISO 14001

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