

ANNEX

SA 8000 Regulatory Instruments

The SA8000 standard and its requirements is our main reference for the issues of Social Responsibility, which we are committed to fulfil.

International regulatory instruments, in particular the ILO Conventions and the international Human Rights standards that Lipor undertakes to respect as part of its Corporate Social Responsibility strategy:

- ILO Convention No. 1 (Working Hours - Industry) and Recommendation No. 116 (Reduction of working hours);
- ILO Convention No. 29 (Forced Labour) and No. 105 (Abolition of Forced Labour);
- ILO Convention No. 87 (Freedom of Association);
- ILO Convention No. 98 (Right to Organize and Collective Bargaining)
- ILO Conventions No. 100 (Equal Remuneration) and No. 111 (Discrimination - Employment and Occupation);
- ILO Convention No. 102 (Social Security - Standard Minimum Contributions);
- ILO Convention No. 131 (Minimum Wage Fixing);
- ILO Convention No. 135 (Workers' Representatives);
- ILO Convention No. 138 and Recommendation No. 146 (Minimum Age to Work);
- ILO Convention No. 155 and Recommendation No. 164 (Occupational Health and Safety);
- ILO Convention No. 159 (Vocational Rehabilitation and Employment - Persons with Disabilities)
- ILO Convention No. 169 (Indigenous and Tribal Peoples);
- ILO Convention No. 177 (Telework);
- ILO Convention No. 181 (Private Employment Agencies);
- ILO Convention No. 182 (Worst Forms of Child Labour);
- ILO Convention No. 183 (Maternity Protection);
- ILO Code of Practice on HIV / AIDS and the World of Work;
- Universal Declaration of Human Rights;
- The International Covenant on Economic, Social and Cultural Rights;
- The International Covenant on Civil and Political Rights;
- The United Nations Convention on the Rights of the Child;
- The United Nations Convention on the Elimination of All Forms of Discrimination against Women;
- The United Nations Convention on the Elimination of All Forms of Racial Discrimination;
- The UN Guiding Principles on Business and Human Rights.