

Mpact Supplier Code of Conduct

Mpact supports the United Nations Global Compact (UNGC) 10 principles. As such, the Supplier is required to comply with the following ten Principles:

Principle 1

“Business shall support and respect the protection of internationally proclaimed human rights.”*

Mpact respects the internationally recognized human rights of all its stakeholders, and therefore expects that all its Suppliers do the same. Mpact considers international human rights to mean the standards adopted in the Universal Declaration of Human Rights (UDHR) as well as the 2011 United Nations Guiding Principles on Business and Human Rights. The Supplier is required to comply with these standards.

Principle 2

“Business should make sure they are not complicit in human rights abuses.”*

Mpact considers complicity in human rights violations to be as serious as committing the violations itself. The supplier should ensure that it is not complicit in any human right violations.

Principle 3

“Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.”*

Mpact upholds all its employee’s rights to be part of a trade union of their choice without fear of intimidation, discrimination or reprisal, in accordance with the laws of the country. Mpact expects that all of its suppliers do the same.

Principle 4

“Business should uphold the elimination of all forms of forced and compulsory labour.”*

Mpact does not allow the use of forced or compulsory labour in any of its operations. As such, Mpact will not do business with any organization that makes use of or supports this kind of labour, even if this is legally allowed in the country in which the supplier operates. Mpact considers forced or compulsory labour to include but not limited to slavery, bonded labour, abduction, physical confinement in the work location, involuntary use of prisoners, withholding and non-payment of wages and deprivation of food, shelter or other necessities.

Principle 5

“Businesses should uphold the effective abolition of child labour.”*

Mpact does not allow the use of child labour at any of its operations both domestic and abroad. As such, Mpact will not do business with any organization that makes use of or supports child labour, even if this is legally allowed in the country in which the supplier operates. Mpact considers the International Labour Organisation (ILO) definitions of minimum age for employment to be the measuring stick by which it will determine if a Supplier has contravened this clause.

Principle 6

“Business should uphold the elimination of discrimination in respect of employment and occupation.”*

Mpact actively looks for areas in its employment and occupation procedures and systems that may be considered discriminatory and puts plans in place to eliminate these, where necessary. Characteristics looked at here include, but are not limited to race, gender, age, disability status, religion, sexual orientation, HIV status, etc. Mpact requires that the Supplier adheres to this principle.

Principle 7

“Business should support a precautionary approach to environmental challenges.”*

A precautionary approach refers to choosing to implement cost effective preventative measures where there are threats of serious or irreversible environmental damage, even though there is a lack of complete scientific certainty. Mpact expects its suppliers to have processes and procedures in place to limit risk and damage to the environment.

Principle 8

“Business should undertake initiatives to promote greater environmental responsibility.”*

Mpact expects all its suppliers to adopt policies, procedures and/or codes of conduct to ensure they are compliant with acceptable international environmental behavior and performance.

Principle 9

“Business should encourage the development and diffusion of environmentally friendly technologies.”*

Mpact is continuously looking for cost effective and environmentally sound technologies that will lower its impact on the environment. Mpact requires, where possible, its Suppliers to develop and use cost-effective, environmentally friendly technologies.

Principle 10

“Businesses should work against corruption in all its forms, including extortion and bribery.”*

Mpact does not allow corruption in any form at any of its operations. As a result, Mpact will not engage in any corrupt activities and requires that its Suppliers commit to the same principles.

* With reference to The Ten Principles. (n.d.). Retrieved from <http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html>