

First Ethik-Audit by SCA (Social Accountability)

On September 14 – 15, 2009 was an Audit by FlexPack Papers, which was across the group the first time done in this kind.



McDonald's, one of the main customers from FPP, requested this kind of Auditing of each of their suppliers.

All employees deserve to be treated with dignity and respect. In each and every aspect of the employment relationship, employers need to act towards their employees as they would themselves want to be treated. McDonald's strongly believes that those suppliers who are approved to do business with the McDonald's System should follow the same philosophy, and, in the best interest of the System, McDonald's will refuse to approve or do business with those who do not uphold, in action as well as words, the same principles.

The Audit was done by an independent institute which was authorized by McDonalds. During that process employees were interviewed as well without presence of the supervisor. The following topics were controlled on their compliance:

Compliance with applicable laws and standards

All business activities of McDonald's suppliers must conform to all applicable national and local legal requirements, customs, and published industry standards pertaining to employment and manufacturing.

Employment Practices

The use of prison or forced labor by a supplier is absolutely forbidden. Likewise, the use of labor under any form of indentured servitude is prohibited, as is the use of physical punishment, confinement, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse as a method of discipline or control.

Child Labor:

The use of child labor by suppliers is strictly prohibited. Suppliers are prohibited from using workers under the legal age of employment for the type of work in the country where the suppliers performs work for McDonald's.

Working Hours

Suppliers must ensure that all employees working on products supplied to McDonald's do so in compliance with all applicable national and local laws and with published industry standards pertaining to the number of hours and days worked. Such employees are to be provided with reasonable daily and weekly work schedules and adequate allowance is to be made for time off.

Compensation

Supplier employees working on product supplied to McDonald's must be fairly compensated and provided with wages and benefits that comply with applicable national and local laws. This includes appropriate compensation for overtime work and other premium pay situations required by applicable national and local laws.

Non-Discrimination

Suppliers shall implement a policy that conforms to local and national law prohibiting discrimination in hiring and employment practices on the ground of race, color, religion, sex, age, physical ability, national origin, or any other applicable prohibited basis.

Workplace Environment

Suppliers shall provide their employees with safe and healthy working and, where provided, living conditions. In addition, facilities be constructed and maintained in accordance with the standards set by applicable codes and ordinances.

Notification to Employees

Suppliers shall notify employees of the terms of these standards and post the terms, on the supplier's letterhead and in the local language, in a prominent place accessible to all employees

Beside of FlexPack Papers, were as well implemented Unites like works council, SHERM, Purchasing, ambulance and Human Research.

After two days of inspection, FPP achieve by the certification the note "GREEN" (top mark), which signify that FPP will be further on approved, without any limitation, as a supplier for McDonald's.