THE COG CODE OF CONDUCT IS EXPRESSED IN THE FOLLOWING TEN RULES

1. NO FORCED LABOUR
   COG shall not allow any form of forced or involuntary labour in the production facilities of the supplier, manufacturer and subcontractor supplying goods to COG.

2. NO CHILD LABOUR
   The Vendor and their sub-contractor shall not employ a worker under the age as stipulated by the local / regional legal limit requirement for work.

3. NO DISCRIMINATION AND HARASSMENT
   There shall be no discrimination in hiring of workers as well as no physical punishment, harassment and abuse be permitted in the workplace.

4. RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
   All employees shall have the right of association, union membership, collective bargaining as well as adequate workers representation.

5. WORKING CONDITIONS ARE SAFE AND HYGIENIC
   Vendors and subcontractors shall provide a safe and healthy workplace environment as per the minimum requirements of the local and regional laws.

6. FAIR LIVING WAGES PAID
   All vendors and subcontractors shall ensure that wages paid for a working week must be at least the minimum national legal or industry benchmark standard.

7. FAIR WORKER HOURS
   Working hours for all workers shall comply with national / local laws and industry benchmark standards.

8. REGULAR EMPLOYMENT IS PROVIDED
   Vendors and subcontractors must ensure that, to every extent possible, work performed must be on the basis of recognized employment relationships established through national laws and practices.

9. RESPECT THE ENVIRONMENT
   The vendor and subcontractor shall be committed at all times to respect the environment and shall comply, at least, with the standards and requirements of the applicable local and international laws and regulations.

10. NO BRIBERY AND CORRUPTION
    Under no circumstances will COG tolerate the practice of bribery and corruption in any shape or form in dealings with a vendor or subcontractor or any of their employees and, or associated parties.