



Members of oSa are required to abide by the minimum ethical standards stated in this Annex. All members must commit to comply with local and national Environmental Health, Welfare & Safety legislation and agree to upgrade to European requirements where necessary.

1. Safe and healthy working conditions

Based on the 1949 Universal Declaration of Human Rights this contains the right to just and favourable conditions of work as follows:

- The applicant must provide a healthy and safe working environment in accordance with the principles mentioned in the 1981 ILO Convention No. 155 "Occupational Safety and Health Convention" and the 1977 ILO Convention "Working Environment (Air Pollution, Noise and Vibration) Convention, 1977"
- The applicant in accordance with the 1966 International "Covenant on Economic, Social and Cultural Rights" and the 2000 ILO Convention No. 183 "Maternity Protection" must provide appropriate measures to ensure that pregnant women are not obliged to perform work which is prejudicial to their health. This particularly applies to the protection of employees and workers from accidents and hazardous substances.

2. Ban on child labour

In accordance with the 1989 UNO "Convention on the Rights of the Child " and the 1989 ILO Convention No. 182 "Worst Forms of Child Labour Convention", the use of child labour in the applicant's facilities is not permitted. According to the 1973 ILO Convention No. 138 "Minimum Age", the word "child" is generally defined as any person below fifteen years of age."

3. Forced and compulsory labour

In accordance with the 1930 ILO Convention No. 29 "Convention concerning forced or Compulsory Labour" and the 1957 ILO Convention No. 105 "Abolition of Forced Labour Convention", The use of forced or compulsory labour in the applicant's facilities is not permitted. The term "forced or compulsory labour" is defined as any work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

4. Environmental protection

In order to minimise vitiations on the environment as well as the neighbourhood, the applicant must;

- Work on the reduction of emissions to air, water and ground.
This applies for example to emissions containing pollutants as mentioned in the protocols to the 1979 "Convention on Long-range Trans-boundary Air Pollution" (LRTAP)
- Handle chemicals in a safe way. This applies particularly to chemicals as mentioned in the 1998 "Rotterdam Convention on the Prior Informed Consent (PIC) Procedure for Certain Hazardous Chemicals and Pesticides in International Trade" and in the 2001 "Stockholm Convention on Persistent Organic Pollutions"
- Handle, store and dispose waste in an environmentally safe manner. This applies particularly to hazardous waste as mentioned in the 1989 "Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and their Disposal"