

# CODE OF CONDUCT

Adopted by the ICdA Board on September 22, 2014



## Preamble

The International Cadmium Association (ICdA) is a non-profit association representing the interests of the world's cadmium industry. Its Members include producers, processors, recyclers and consumers of cadmium metal, cadmium compounds, and products to which cadmium or its compounds have intentionally been added.

The standards set forth in the Code are not new, but rather reflect the commitment to professionalism and service to which ICdA members have long adhered, and they serve a renewed promise that ICdA members will continue these engagements. ICdA recommends that members adopt this Code of Conduct to guide and govern their operations.

It is the policy of the International Cadmium Association that its members shall observe the highest standards of business and personal conduct in all activities relating to recovery, processing and use of cadmium, including:

1. Compliance with the spirit, as well as the letter, of all applicable national and international laws, rules and regulations.
2. Ethical behavior in their activities demonstrating respect for human rights and children's rights.
3. Avoidance of activities that may damage or reflect adversely upon worldwide image of cadmium and its processing industry.
4. Develop, maintain and promote high standards of practice for all industry participants.

## Business Conduct

**Legal Compliance:** ICdA members shall respect and comply with all applicable international, national and local laws, rules and regulations, which are relevant to business and industry and to the lawful conduct of business generally.

No discussions will be held, formally or informally, during ICdA meeting times or otherwise, involving, directly or indirectly, express or implicit agreements or understandings related to: (a) any company's price; (b) any company's terms or conditions of sale; (c) any company's production or sales levels; (d) any company's wages or salaries; (e) the division or allocation of customers or geographic markets; or (f) customer or suppliers boycotts; or (g) any disclosure of information which may affect applicable rules on Competition Law.



**Fair and Ethical Labor Practices:** ICdA members shall engage in fair and ethical labor practices, including:

1. Treating all employees with respect and dignity. No employee shall be subjected to any physical, sexual, psychological or verbal harassment or abuse.
2. Refraining from all discrimination, including discrimination based upon gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
3. Providing a safe and healthy working environment, and to the maximum extent possible, free from danger of accident and injury to the health, physical or emotional well-being of employees.
4. Paying fair and reasonable wages and benefits, which are essential to meeting the employees' basic needs. In no event shall the minimum wage paid or the benefits provided to employees fall below the minimum wage or benefits required by local law.
5. Eliminating child labour; providing decent working opportunities for children above the minimum age for work that are safe, support a healthy physical and emotional development, include quality education and training, and allow them to earn a living.
6. Consulting with labor organizations.

**Commitment to Society:** As participants in a global industry, ICdA members can and should seek to make a contribution to the advancement of our society and to the world at large. We therefore have a responsibility to:

1. Respect human rights and democratic institutions and promote them whenever possible.
2. Maintain a dedication to raising standards of health, education, workplace safety and economic well-being.
3. Respect the principles of sustainable development and the protection of human health and the environment
4. ICdA members will take necessary efforts to provide their customers/end-users with best practices guidelines.

**High Health and Safety Standards:** Acknowledging the health risks related to the use of cadmium and its compounds, all members of ICdA commit to:

1. provide a safe and healthy workplace for their employees,
2. voluntarily participate to collective local initiatives, like monitoring data-collection aimed to show adequate controls and improvements in the general management systems, e.g. by collecting bio-monitoring data, respirable Cd-dust data, etc.,
3. Implement and operate a management system which will ensure that workers are efficiently protected from the health effects of chronic cadmium exposure. This system shall be based on exposure thresholds and related actions which shall be identical or more protective than those defined in the current ICdA Guidance Document.

## ***Standards of compliance***

All Members designated to receive the Code will be provided with a copy immediately after publication and all future Members will receive their copies at the time they are applying for the Association membership. The Association will periodically review this Code. This Code or any portion hereof may be amended, modified or waived by the board of directors. Members will be fully informed of any material revisions to the Code.

Any material violation of this Code may result in termination of ICdA membership.