
Code of Conduct for suppliers and organizations that sign agreements with Universitat Oberta de Catalunya

Executive Board

16/09/2024

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Versions table

Version	Date	Change	Reason for the change
01	16/09/2024	11	Incorporation of the “zero tolerance” concept

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Introduction

Suppliers and organizations that sign agreements with the Universitat Oberta de Catalunya (hereinafter, the “UOC”) and contract or wish to contract products and services from the UOC must comply with our Code of Conduct, as established in the present document.

Any supplier or organization that signs an agreement with the UOC and resultantly has to contract from another organization products or services of which the UOC is the end user, must also assure that said organization complies with our Code of Conduct.

Any supplier or organization that signs agreements with the UOC shall comply with the principles established in:

- The International Labour Organization's conventions.
- The United Nations Universal Declaration of Human Rights.
- The principles of the United Nations Global Compact.
- The applicable labour legislation.
- International and local legislation on the environment.

Specifically, suppliers and organizations that sign agreements with the UOC shall adhere to the principles established in the following sections.

1. The UOC's support and respect for the protection of international human rights wherever it is present

Any supplier or organization that signs agreements with the UOC shall provide ethical and acceptable working conditions and habits, in accordance with the principles decreed by the United Nations and the International Labour Organization.

2. Assurance of non-complicity with the abuse of rights

Any supplier or organization that signs agreements with the UOC must treat their workers with respect and dignity. No employee may be subjected to any manner of abuse or harassment, whether physical, sexual, psychological or verbal, nor may they be made subject to any unfair or unacceptable working conditions.

3. Health, safety and hygiene

Suppliers and organizations that sign agreements with the UOC must provide a safe place of work which complies with the legal provisions concerning health, safety and hygiene. This is

applicable to any type of facility provided to workers.

4. Salaries

Suppliers and organizations that sign agreements with the UOC shall ensure that workers' salaries shall be at least those established by the current legislation or, where applicable, by collective bargaining agreements.

5. Maximum working hours

The number of working hours of suppliers and organizations that sign agreements with the UOC must be reasonable and comply with local laws and industry standards. Hours worked overtime must be adequately remunerated.

6. Defense of the freedom of association and the right to collective bargaining

Suppliers and organizations that sign agreements with the UOC must acknowledge and respect their workers' legal rights concerning freedom of association and effective recognition of the right to collective bargaining, undertaking not to interfere with the workers' legitimate initiatives to organize themselves or join whatever association they may choose, nor to penalize or restrict them.

7. Elimination of all unfair working practices

Suppliers and organizations that sign agreements with the UOC will not employ workers who have not voluntarily and knowingly given their direct consent, nor will they engage in any other type of forced labour, directly or indirectly, or any employment not carried out in fair, decent conditions.

8. No child labour

Suppliers and organizations that sign agreements with the UOC shall not, under any circumstance, use child labour either directly or via any subcontractor.

9. Non-discrimination

Suppliers and organizations that sign agreements with the UOC shall ensure that their organizations do not treat anyone unjustly or unfavourably based on their race, religion, gender or ideology.

Suppliers and organizations that sign agreements with the UOC undertake to recruit workers based on their ability to perform their duties and not according to their personal characteristics or beliefs.

10. Respecting the environment

Suppliers and organizations that sign agreements with the UOC must respect and ensure compliance with the environmental laws and regulations applicable in each case, adopting a responsible attitude of respect towards the environment as a working principle.

11. Regulatory compliance

Suppliers and organizations that sign agreements with the UOC must ensure compliance with local, national and international laws not only by their company but also by the companies to whom products and services for us are subcontracted; corruption, bribery or extortion shall not be tolerated under any circumstances.

In this regard, at the UOC, the principle of zero tolerance applies to any criminal act, whether committed directly or through third parties.

12. Supervision

To ensure that the present code is effective, all suppliers and organizations that sign agreements with the UOC must share it and bring it to the attention of their entire organization, and compliance with the code must be verifiable by the UOC whenever so required.

Suppliers and organizations that sign agreements with the UOC must provide the necessary conditions to enable verification of compliance with this Code of Conduct by UOC personnel or expressly authorized third parties.