

ETHICAL CODE OF MUMBAI SMILES FOR COLLABORATING COMPANIES AND ENTITIES

Mumbai Smiles, for consistency with its mission to defend Human Rights and with the will to promote changes towards a fairer world and respect for Human Rights in the business world, is endowed with this Code of Ethics. Mumbai Smiles requests the acceptance of these criteria by the companies interested in collaborating with us:

1. Collaborating companies respect democratic institutions and values and do not discriminate on the basis of gender, race, religion, cultural identity, and sexual choice to ensure safety of every individual at work, adjusting their Conditions of work, as a minimum, to the sectoral agreement of the activity in which they operate and try to promote the recruitment and labour integration of people belonging to groups at risk of social exclusion.
2. The activity of the company and its capital should not be directly related to the manufacture or trade of weapons and war material.
3. Collaborating companies respect Human Rights protected by national and international law. Relevant international instruments include the Universal Declaration of Human Rights, international treaties and conventions on migrant workers and their families, and those relating to the fight against racism and xenophobia.
4. Collaborating companies respect the environment by complying with the legislation in force in the country of origin and maintaining the same standards wherever they act.
5. Collaborating companies respect Public Health both in their products and in their production processes, in compliance with the legislation in force in the country of origin and do not produce or market products that are harmful to health, such as high-grade tobacco, drugs and alcohol.
6. Collaborating companies do not produce and / or market products or services or carry out campaigns, whose public appreciation and social value do not fit the image and values of Mumbai Smiles.
7. The collaborating companies are committed to adopting those changes that allow them to advance in the exercise of their Corporate Social Responsibility.