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KSS Code of Basic Working Conditions

Key Safety Systems, Inc will handle the relationships with our employees and customers with honesty and integrity and in strict compliance with applicable laws, rules and regulations, and all corporate policies procedures and guidelines. We have a duty to conduct our business within both the letter and the spirit of the law.

Child Labor

We do not use child labor in any of our global facilities. The term “child” refers to any person employed who is under the age of 15. We support the use of legitimate workplace apprentice programs which comply with local laws and provide an educational benefit to younger people.

Compensation

We are committed to providing our employees with compensation and benefits that are fair and equitable for the type of work and local market where the work is being performed. In all cases, compensation and methods of payment comply with applicable local laws.

Forced Labor


We believe that that the working relationship our global employees have with KSS should always be voluntary. We are committed to complying with applicable laws prohibiting the exploitation of workers.

Freedom of Association and Collective Bargaining

We recognize and respect employee rights to join or not join any lawful organization of their own choosing. We are committed to comply with the laws pertaining to freedom of association, privacy and collective bargaining.

Harassment and Discrimination

We are committed to providing our employees with a work environment that is free of harassment and discrimination. Verbal, non-verbal, or physical acts which have the purpose or effect of harassing or discriminating against individuals or groups based on gender, race, national origin, sexual orientation, age, religion, disability, or other protected group status will not be tolerated. This will be applied in all phases of the employment relationship and interpreted consistently with local laws prohibiting harassment and discrimination in the workplace.

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Health and Safety

We are committed to protecting our employees’ health and safety. This commitment requires that we integrate employee health and safety considerations into the design and selection of our equipment, facilities and processes. It further requires that we operate our facilities in a manner that provides the utmost safety and protection to our employees and the public.

Work Hours

All of our global facilities establish work shifts and schedules as appropriate to meet business needs and comply with applicable local laws and/or collective bargaining agreements.

Community Engagement and Indigenous Populations

We make every effort to be a good corporate citizen in each of the communities where our facilities are located and encourage our employees to do likewise.

Bribery and Corruption

We are committed to integrity as the cornerstone of the way we do business. The company and its employees have an obligation to conduct our business affairs fairly, impartially and in an ethical and proper manner.

Environment and Sustainability

We are committed to protecting the environment. We strive to operate our facilities in a manner that is environmentally responsible and adheres to local regulations.

Responsibility and Implementation

We will communicate this Code of Basic Working Conditions to all employees. We will encourage our business partners throughout our supply chain also adopt and enforce similar workplace codes of conduct. Employees who believe there may have been a violation of this code will have an established channel in which to report it. We will conduct assessments, as needed, to measure compliance related to the above commitments.