

Code of Conduct

As a condition precedent to admission to membership of EPCAS, candidates for membership shall agree in writing to abide by this code of conduct. Failure to maintain compliance herewith shall be cause for expulsion of any member, following due process as provided in the bylaws of the association.

Requirements

1. Members shall at all times conduct themselves and their professional activities in conformance with the laws of their country.
2. Members shall keep the concerns of their clients foremost in mind in the conduct of their business, consistent with the objectives of their employers.
3. Members shall continuously work to improve their knowledge and skills to the benefit of their clients, themselves, EPCAS, and the organization they represent.
4. Members will have sympathetic understanding of the problems of fellow members. This understanding is a unifying and strengthening force within EPCAS.
5. Members shall transact all business on behalf of the association in accordance with the bylaws, policies and procedures manual, laws of their country and this code of conduct.
6. Members shall not engage in activities harmful to the purpose of EPCAS, or use their position in the association to exploit personal views.
7. Members shall invest their time and talent in the EPCAS community, without regard to rewards there from.
8. Members shall encourage promising persons to enter the profession of catering and to grow therein to become the *best* in their chosen profession.
9. EPCAS will actively search for members who are committed towards protecting the environment. Members will oblige to all national and local environmental laws. EPCAS will favor those with a mind towards sustainability.
10. Members shall participate in the Quarterly EPCAS Monitor (QEM) and will fill out the QEM on a regular basis. Only the members that are participating in the QEM, have access to the results.

Work Ethics

11. Child Labor: Any member of EPCAS is prohibited from using workers under the legal age of employment in any country or local jurisdiction.
12. Forced Labor: EPCAS will not tolerate the use of indentured, slave, bonded or other forced involuntary labor.
13. Wages and benefits: EPCAS members shall not pay less than the minimum wage in accordance with the local law.
14. Working hours: EPCAS members shall maintain reasonable working hours in compliance with the local standards and applicable national laws of the countries and regions in which the company does business. EPCAS requires the members to comply with the statutory requirements for working hours for employees.
15. Health and Safety Guidelines: EPCAS members share the commitment to provide a safe and healthy workplace and to treat their employees fairly and in compliance with the local laws. Health, safety and other workplace standards must meet all local laws and safety regulations.

16. Food Safety: EPCAS members must keep food safety in mind, when conducting their business. The members must comply with existing Food Safety regulations.
17. Food Control: EPCAS members must conduct their business according to their national Food Control System.
18. Food Waste: EPCAS members are Food Waste aware and share the commitment to actively work on food waste reduction within their company.

Member Ethics

19. Freedom of association: Companies shall be free to join the organization of their own choice. Companies shall not subject to intimidation or harassment in the exercise of their right to join EPCAS.
20. Non discrimination: EPCAS believes that the employment should be based on an individual’s ability to do the job correctly. EPCAS expects that their members uphold a commitment to basic principles of human rights. This means that EPCAS members should not discriminate against employees in hiring, promotion, salary, performance evaluation or any other term or condition of work, on the basis of race, color, national origin, gender, gender identity, sexual orientation, religion, disability or any other basis prohibited by law in the applicable jurisdiction. EPCAS will also use these terms and conditions to select their members.
21. Conflict of interest: Members shall not offer EPCAS bribes or any foreign officials that would benefit EPCAS.
22. Communication: Members should take appropriate steps to ensure that the principles of the code of conduct are communicated to their employees and stakeholders.

Ethical Standards

- Obey all relevant laws;
- Treat each other fairly, with dignity and respect;
- Prepare all records of financial transactions carefully and accurately;
- Deal honestly and fairly with clients, customers, suppliers, and financial partners;
- Avoid actual and potential conflicts of interest;
- Avoid improper giving and receiving of gifts;
- Safeguard EPCAS’ assets;
- Protect EPCAS’ reputation;
- Separate personal political activities from EPCAS’ businesses;
- Report observed violations of legal and ethical standards.

Agreement

By signing this agreement parties agree on the terms and conditions as stated above.

Date: of 2015

Date: of 2015

Name:

Name: Francois Mentink

Company:

Company: European Party Caterer Association