



# MANIFESTO FOR AN ETHICAL COOPERATIVE

“8 Good practices to make everyday work more ethical”



# 1

CHILD LABOUR

**CFP COMMITMENT:** do not use or encourage child labour

**SCOPE:** Reduce and/or eliminate child labor in Italy and around the world



# 2

FORCED OR COMPULSORY LABOUR

**CFP COMMITMENT:** do not use or encourage forced or compulsory labor

**SCOPE:** Eliminate forms of coercion on workers in exchange for work performance in Italy and around the world



# 3

HEALTH AND SAFETY

**CFP COMMITMENT:** undertake initiatives and measures to prevent accidents and occupational diseases

**SCOPE:** Eliminate and/or minimize occupational diseases and accidents at work



# 4

FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING

**CFP COMMITMENT:** respect the right of workers to form or join trade unions of their choice and to conduct collective bargaining

**SCOPE:** Promote the improvement of working conditions through discussion between the parties



# 5

DISCRIMINATION

**CFP COMMITMENT:** do not implement or encourage discrimination against workers in the workplace

**SCOPE:** Pursue equal treatment of workers while respecting diversity



# 6

DISCIPLINARY PRACTICES

**CFP COMMITMENT:** do not apply or encourage the practice of corporal punishment, mental or physical coercion and verbal abuse

**SCOPE:** Guarantee compliance with the rules of the cooperative while respecting the dignity of workers



# 7

WORKING HOURS

**CFP COMMITMENT:** comply with applicable laws and industry standards on working hours

**SCOPE:** Organize work shifts consistent with the lifestyle needs of workers



# 8

REMUNERATION

**CFP COMMITMENT:** ensure that wages paid always meet legal or industry standards

**SCOPE:** Contribute to ensuring a dignified standard of living for workers

