



CODE OF CONDUCT

One of the most important parts in Cupamat is human resources, all the people that work and dedicate their efforts to our business project.

Cupamat follows all legislation in the European labour, social and environmental field. We provide a safe and hygienic working environment and, moreover, we are working hard to improve the working conditions in our company and in our subcontractors. We implemented regulations to prevent accidents and minimize health risks as much as possible following all the European standards, regulations and laws. Cupamat respects the International Labour Organization about Child Labour.

It is our responsibility to ensure that our employees know, understand and follow the procedures for safe and healthy working conditions before starting to work. The Safe and Health Department explains the procedures to the employees and gives them all the information related to their job position and working area.

Five years ago we started working in collaboration with our subcontractors in China and organize all the actions in order to adapt the factory and the worker's conditions to meet the European standards. Today we can assure that the situation in our China subcontractors factories meet the European standards.

Training

Employees are trained in the requirements of working safety and hazard reduction.

Equipment

Cupamat provides adequate working clothes and equipment (such as boots, gloves, earmuffs...) of good quality and free of charge and imposes their use to the employees. Protective clothes, shoes and equipment are available and its use is mandatory and they are replaced regularly.

Working time

Working time is 8 hours a day and 5 days a week. Extra working time is permitted up to 10 hours a day.

Machinery

It is not needed machinery to manufacture Stonepanel. Only special handcrafted tools are used.

Working conditions

All working areas are conditioned for temperature control. Natural and electric light improve working conditions in all the working areas.

Environment

Recycling systems for water and waste material are in place.

Signposting

There are emergency and warning signs located in critical places of the workshop.

Others

Different incentive activities have been implemented to improve personnel involvement in Company's objectives.

