

Hitex⁺

Ethical
PRACTICES



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Since even before we opened our doors in 1995 our team envisioned our responsibility in making a change to a better, more fair, more truly competitive business world. We have in every opportunity kept true to what we consider will encourage those changes. We have without exception in the past, now and will always maintain that this vision be our guide whenever dealing with people, in our own backyard or in the farthest regions of the world. We look forward to the day when by our own example and that of companies like ours the world will be a better place to live and work for all.

And we believe that this change is happening...

These policies are the practices we demand from ourselves and our vendors;

- + All employment is freely chosen.
- + Working conditions must be safe and hygienic.
- + Child labor is absolutely not tolerated.
- + Wages must be fair and comparable to industry standard and will always exceed the minimum wage, a true living wage.
- + Deductions from wages as a disciplinary measure shall not be permitted.
- + Working hours are not excessive. Overtime will always be optional and compensated at a premium.
- + We will not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, or political affiliation.
- + Regular employment is provided for those who are employed on a permanent contract.
- + No physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of degrading treatment or intimidation shall be allowed.
- + NO BRIBERY, corruption, blackmailing or bullying is permitted at any level of our process.

Hitex Marketing Group is committed to monitoring social standards in its supply chain.

We encourage our suppliers to operate the same ethical standards we employ ourselves.