

Policies and Standards

| | | | |
|--|--------------------------------|---------------|---------------|
| <i>SECTION:</i> Purchasing | <i>NO.</i> 2.8 | | |
| <i>CHAPTER:</i> Practices | <i>ISSUED:</i> 03/00 | <i>REV. A</i> | <i>REV. B</i> |
| <i>POLICY:</i> Supplier Labor Practice | <i>PAGE 1 OF 2</i> | | |

PURPOSE

To provide guidance to employees engaged in any supplier-related activity concerning supplier labor practice.

SCOPE

This policy applies to all employees and all suppliers providing goods or services to the University.

POLICY

Creighton University is committed to doing business with reputable and responsible suppliers whose business practices meet the Fair Labor Laws, standards of ethical conduct and corporate citizenship.

In order to be selected and continue to provide product and services to Creighton University all suppliers must meet or exceed the following standards of labor practices:

- Wages and Benefits must (a) comply with all applicable laws and regulations and (b) match or exceed the prevailing wages, including premium or overtime compensation, in the relevant locality and industry.
- Working hours may not exceed (a) the applicable legal or regulatory limit of any given country and (b) a workweek of 48 hours and 12 hours overtime, with at least 1 day off in every 7.
- No child labor is permitted. Child labor means labor by any person who is under the age recommended by the International Labor Organization for regular employment in the relevant locality and industry.
- No forced labor, including prison or indentured labor, is permitted.
- Health and safety standards at all workplaces, and all residential facilities provided for workers, must (a) comply with all applicable laws and regulations and (b) match or exceed the prevailing conditions in the relevant locality and industry.
- Discrimination, harassment and abuse, including any form of corporal punishment, are prohibited.
- Unionization and freedom of association must be allowed whenever permitted by applicable law.

ADMINISTRATION AND INTERPRETATIONS

Policies and Standards

| | | | |
|--|--------------------------------|---------------|---------------|
| <i>SECTION:</i> Purchasing | <i>NO.</i> 2.8 | | |
| <i>CHAPTER:</i> Practices | <i>ISSUED:</i> 03/00 | <i>REV. A</i> | <i>REV. B</i> |
| <i>POLICY:</i> Supplier Labor Practice | <i>PAGE 2 OF 2</i> | | |

Questions regarding interpretation of this policy should be directed to the Director of Purchasing.

ADMENDMENT/TERMINATION OF THIS POLICY

The University reserves the right to modify, amend, or terminate this policy at any time.