

Commitment letter

states that, in their activity with Ilumina it commits to:

1. Accomplish standards and procedures defined by the Organization due to products and/or services provided
2. Respect Human and Labour Rights:
 - a) Child Work:
 - i. Do not use or support the use of any form of child work;
 - ii. Define policy and procedures to promote education;
 - iii. Do not expose child or young workers to dangerous environmental jobs.
 - b) Forced Work:
 - i. Do not use or support the use of any form of forced work;
 - ii. Do not retain any deposits or employers identification documents.
 - c) Health and Safety:
 - i. Nominate an health and safety manager;
 - ii. Identify hazards, evaluate and control risks that the employers are exposed;
 - iii. Prevent accidents and damages;
 - iv. Promote health and safety training of the employees;
 - v. Create health and safety conditions for work places, support and social installations.
 - d) Liberty of association and collective negotiation right:
 - i. Respect the right to constitute or colligate to unions or to collective bargaining;
 - ii. Support independent initiatives of freedom of association and collective bargaining, in situations where these are legally restricted;
 - iii. Do not discriminate the workers representative and allow them to contact with workers at the work place.
 - e) Discrimination:
 - i. Do not discriminate or support any form of discrimination on contract, remuneration, access to training, racial factors, nationality, religiosity, deficiency, gender, sexual orientation, political option or age;
 - ii. Do not interfere with the right of exercise practices related with racial factors, nationality, religiosity, deficiency, gender, sexual orientation, unions or politics;
 - iii. Do not allow behaviours, gestures, language or physical contact indicating sexual coercion, threat, abuse or exploration.
 - f) Disciplinary Practices: Do not use or support any form of physical punishment, physical coercion or psychological and verbal abuse.
 - g) Work schedule:
 - i. Don't allow or support the use of any non-voluntary extra work form when the worker asks for exemption;
 - ii. Respect the rules defined by collective agreements.
 - h) Remuneration:
 - i. Remunerate so the basic needs of the worker are fulfilled;
 - ii. Don't tease deductions due to disciplinary situations except for those predicted in law;
 - iii. Clarify the description of remunerations and benefits;
 - iv. Remunerate in a convenient form to the worker;
 - v. Don't use precarious work as an excuse to social security obligations.
3. Respect the Environmental
 - a) Identify the environmental aspects, evaluate and control de environmental impacts;
 - b) Prevent accidents and damages for the environmental;
 - c) Training the employers in environmental matters;
 - d) Create conditions for improving environmental performance.

4. Spread and Communicate
 - a) Spread this commitment to your workers;
 - b) Allow the verification of the commitment fulfilment;
 - c) Implement the measures suggested to answer to a detected non conformity;
 - d) Inform us of any relevant situations related with social responsibility.

5. Implement Management System
Consider to implement an integrated management system as a commitment towards sustainable development.

6. Adopt the extension principal:
Ensure that your providers are committed to respect this commitment.

I declare the veracity of the elements above, subscribed for this company.

Date: _____

(Name of the person that signs and company stamp)