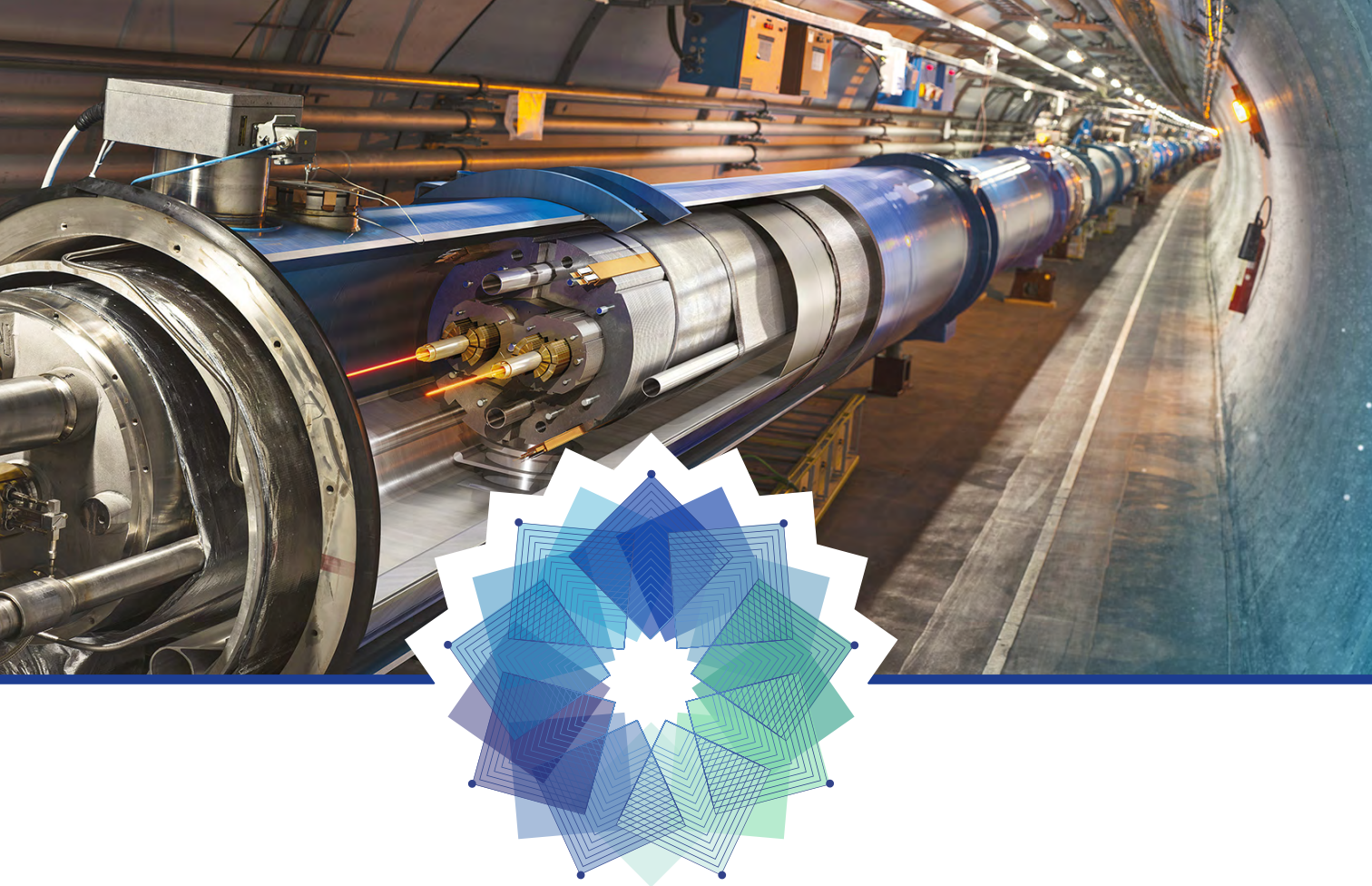


CERN Supplier Code of Conduct





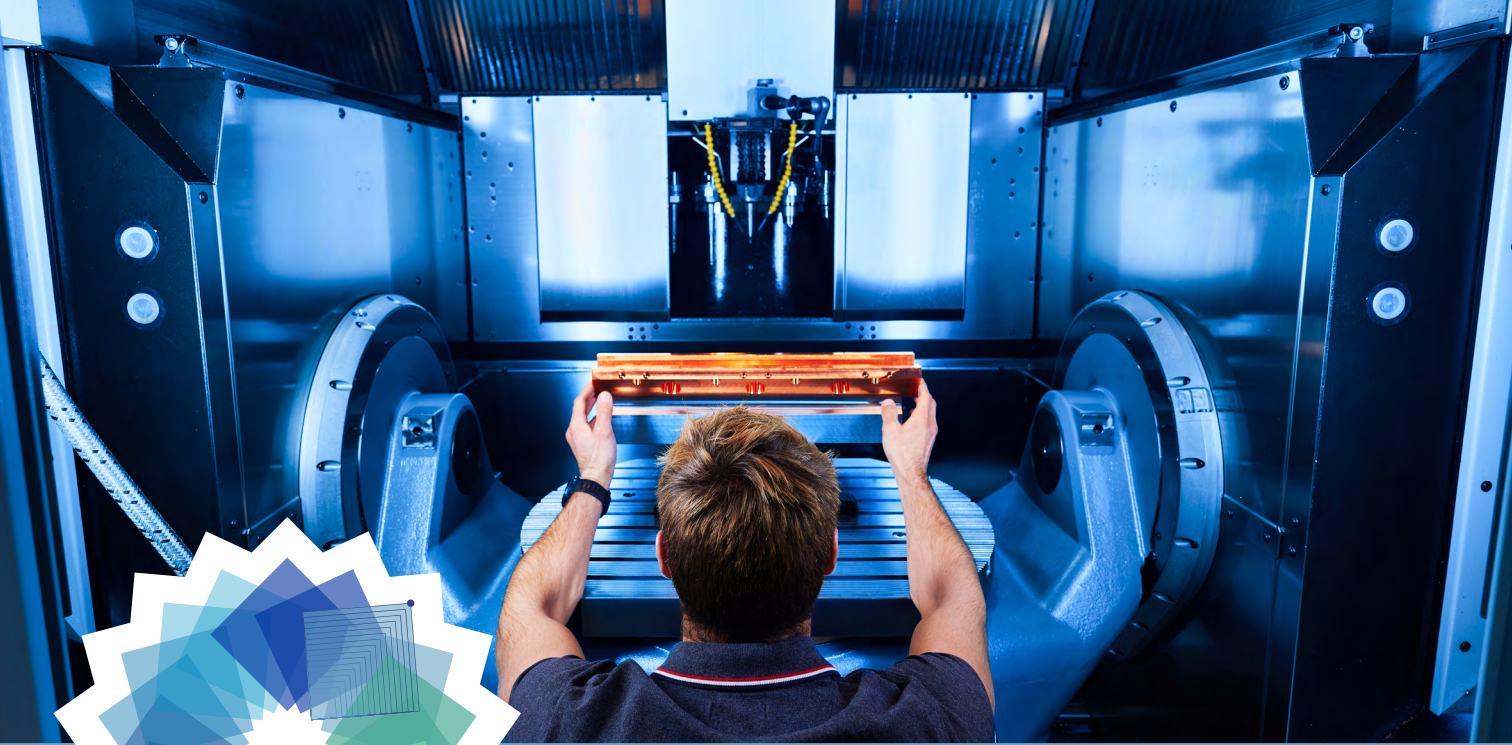
CERN is committed to integrity, fairness and transparency in procurement.

Suppliers play a critical role in helping the Organization to achieve its mission, and CERN expects them to respect internationally proclaimed human rights and to adhere to the highest ethical standards throughout their supply chains and in all their interactions. This Code of Conduct outlines what CERN expects of its suppliers and the principles that apply to them, which place emphasis on ethical, sustainable and responsible business practices. To be eligible for CERN business, suppliers must acknowledge and adhere to this Code.



Compliance with Law

CERN suppliers shall adhere to all applicable laws and regulations in every country in which they have a presence or conduct business activities, including the laws and regulations relating to health and safety, security and the environment, as well as social, labour, anti-corruption and anti-trust laws and regulations. Suppliers shall make reasonable efforts to ensure that funds paid by CERN are not used to finance, support or conduct terrorism.



Human Rights

CERN suppliers shall uphold internationally recognised human rights and labour standards, including:

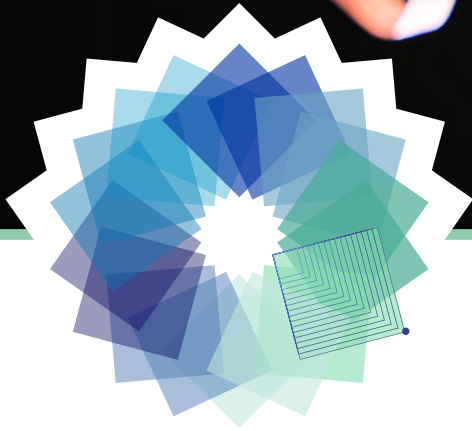
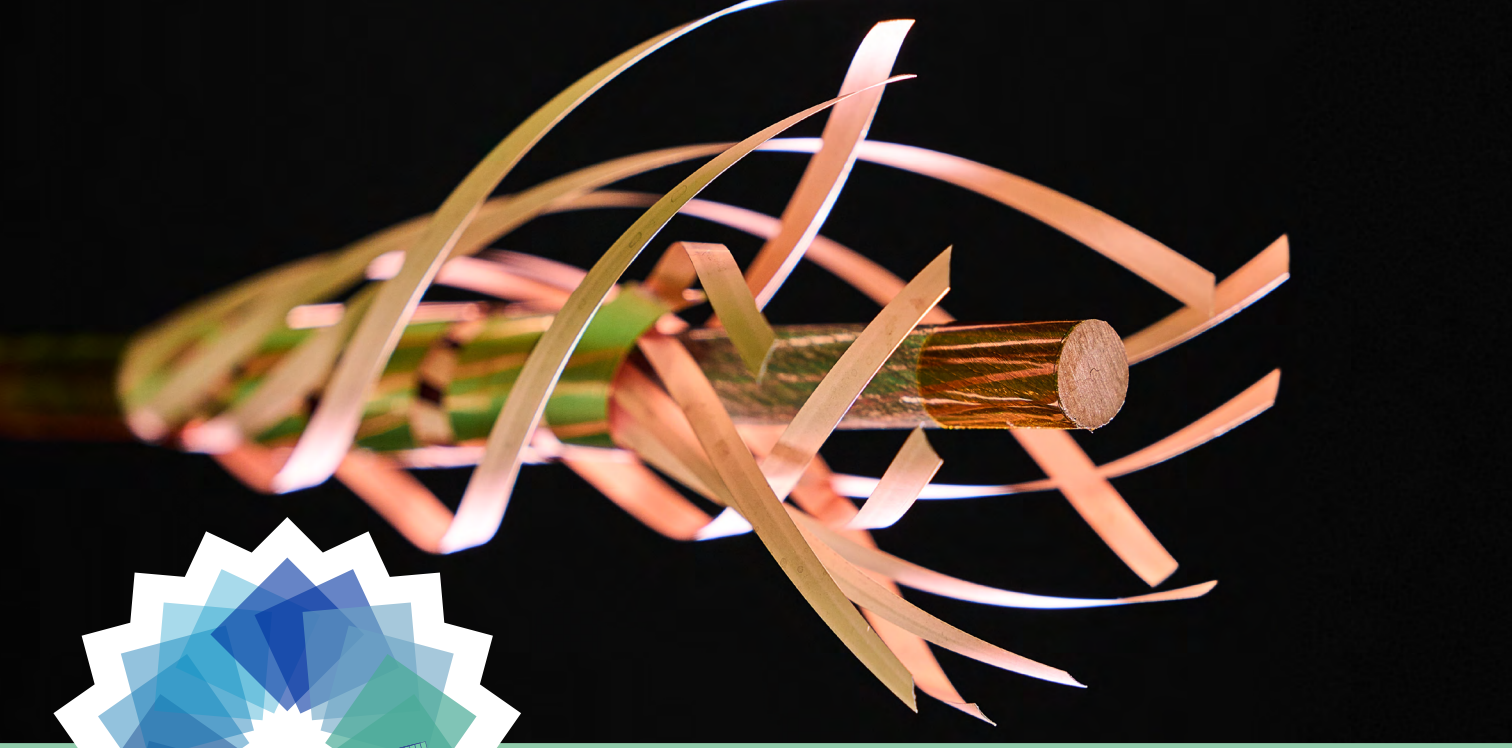
- **No child labour:** They shall ensure the absence of child labour, as per the International Labour Organisation Convention on Minimum Age and the United Nations Convention on the Rights of the Child, which protect children from hazardous work and ensure their education and well-being.
- **No forced labour:** They shall ensure the absence of forced labour, human trafficking and bonded labour within their organisation and that workers are provided with clear contracts outlining their rights, responsibilities, wages and working conditions.
- **Fair and respectful treatment:** They shall maintain an environment of dignity and respect, offering reasonable working hours, appropriate wages and benefits and safe working conditions. They shall prohibit violence, harassment and abuse.
- **Non-discrimination:** They shall ensure fair treatment, without any discrimination based on race, ethnic origin, nationality, political, philosophical or religious opinions, health, disability, gender, sexual orientation or any other grounds. They shall promote inclusiveness and gender balance at all levels of employment within their workforce.
- **Freedom of association and collective bargaining:** They shall recognise workers' rights to organise themselves and bargain collectively without discrimination or retaliation.



Health, Safety and Security

CERN suppliers shall respect the highest safety standards and rules. They shall apply the principle of “safety first”, which means implementing safety practices that apply to everyone. These practices include:

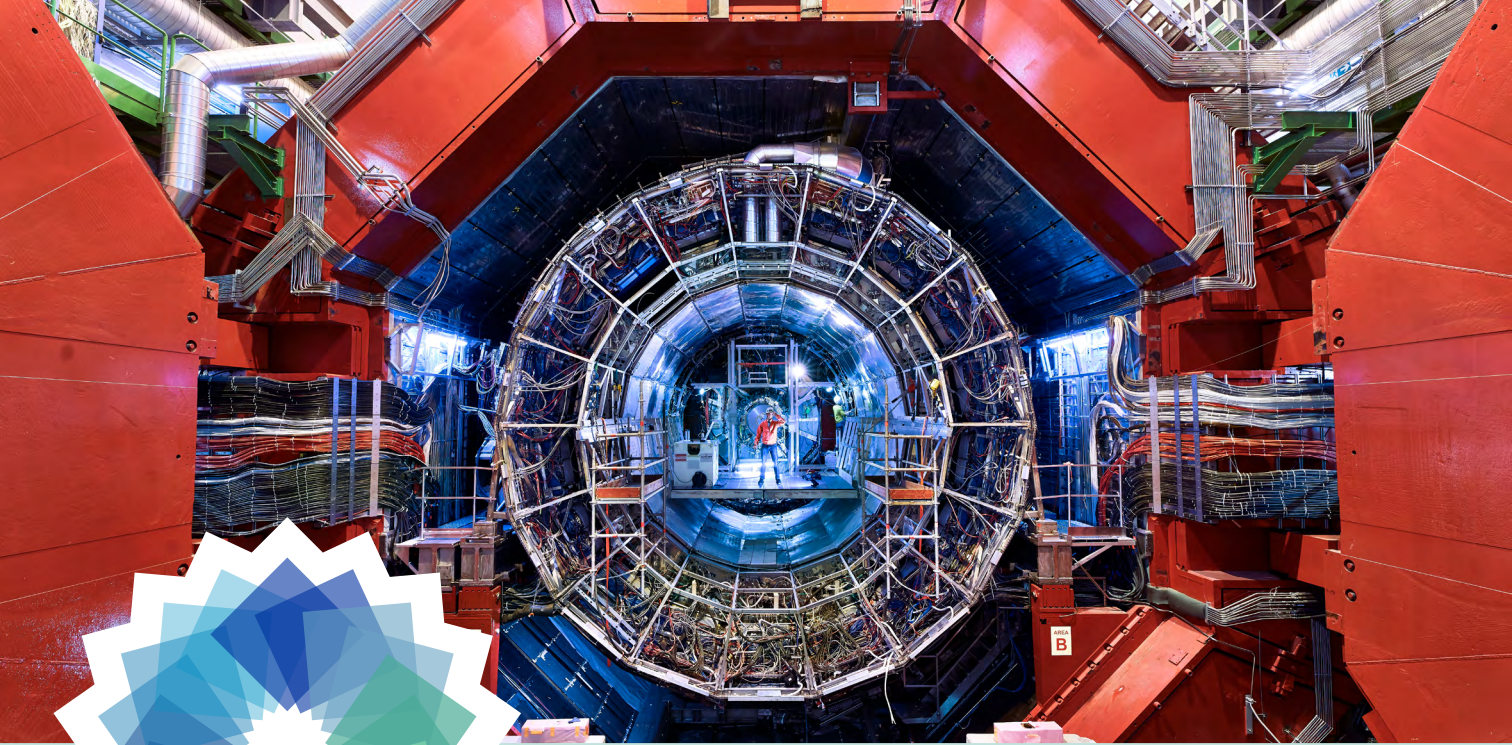
- **Preparation and risk assessment:** CERN suppliers shall identify health, safety and security risks from the design stage through to project completion and shall optimise control measures and solutions to mitigate each risk.
- **Shared vigilance:** They shall ensure that all employees are vigilant about safety, can alert others to threats and know the behaviour to adopt in the event of interventions to protect their own safety and well-being.
- **Safe working environment:** They shall provide a safe working environment for their employees, including appropriate training, protective equipment and safety protocols.
- **Security of assets:** They shall implement robust security measures to protect their facilities, equipment and data from any threats or breaches.



Environmental Responsibility

CERN suppliers shall have an effective environmental policy that strives to minimise their environmental impact and shall ensure environmental responsibility throughout their operations and supply chains, by:

- sourcing raw materials and components from suppliers that implement environmentally responsible practices;
- prioritising energy-saving solutions and low-carbon transportation methods;
- taking sustainability considerations into account throughout the product life cycle;
- conserving resources, obtaining necessary environmental permits and licenses, reducing emissions and responsibly managing waste and hazardous materials;
- innovating to reduce their environmental impact;
- seeking, in a timely manner, alternatives to resources that are likely to become unavailable;
- collaborating on best practices for environmental protection across the supply chain.



Ethical Conduct and Responsible Business Practices

CERN suppliers shall strive to apply ethical and responsible business practices, by:

- conducting their business with integrity, dignity and respect, avoiding all forms of unethical behaviour and not engaging in practices that might compromise CERN's reputation or values;
- taking measures to prevent fraud, bribery, corruption and coercive, collusive and obstructive conduct;
- avoiding and disclosing conflicts of interest that may arise in their business activities;
- engaging in fair competition and refraining from anti-competitive practices;
- maintaining honesty and transparency, ensuring accurate disclosure of information;
- paying subcontractors promptly, in line with contractual agreements and legal requirements;
- respect, where applicable, the [CERN Code of Conduct](#) and the [ethical principles](#) in force at CERN.



Safeguarding of Information

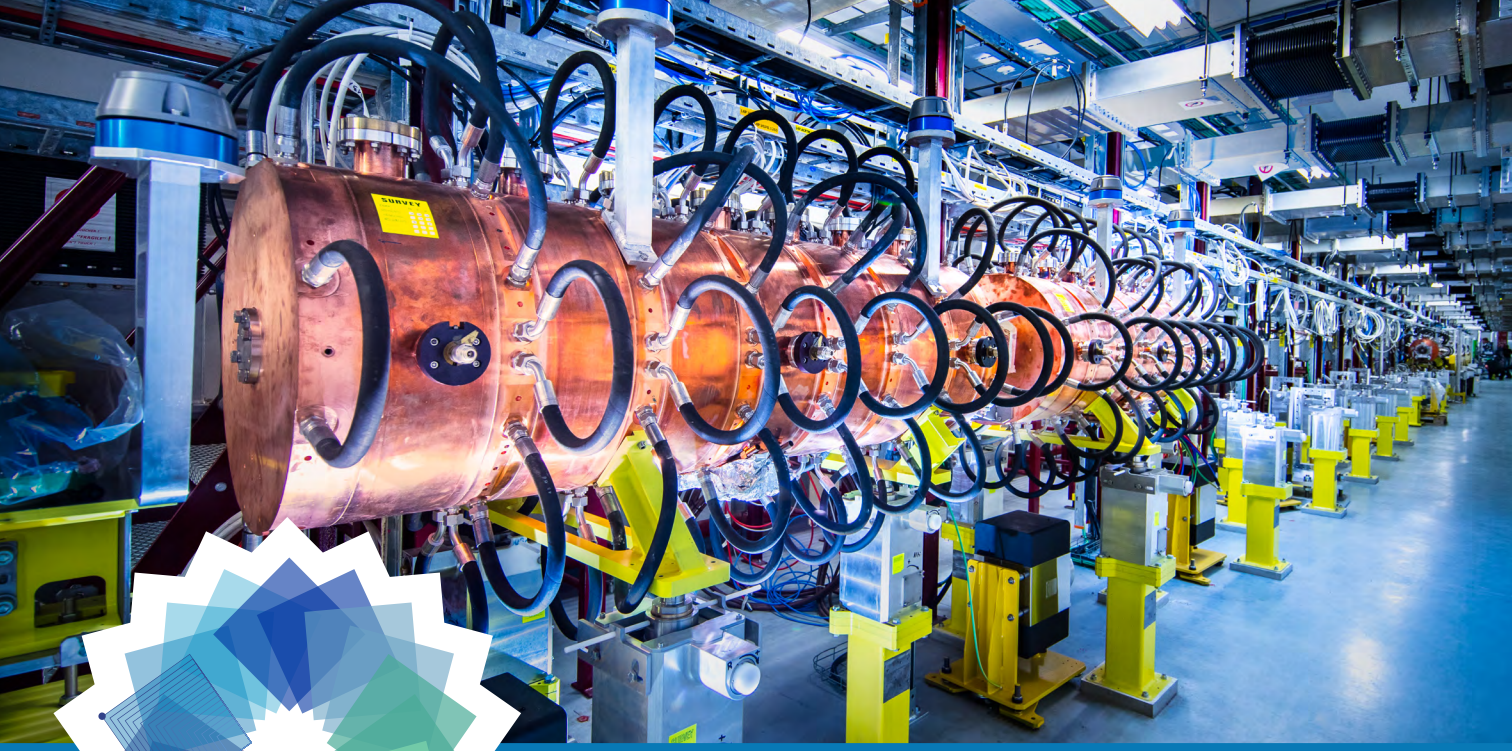
CERN suppliers shall protect confidential, personal and proprietary information, continually updating security measures and promptly reporting any breach or incident to CERN.



Governance

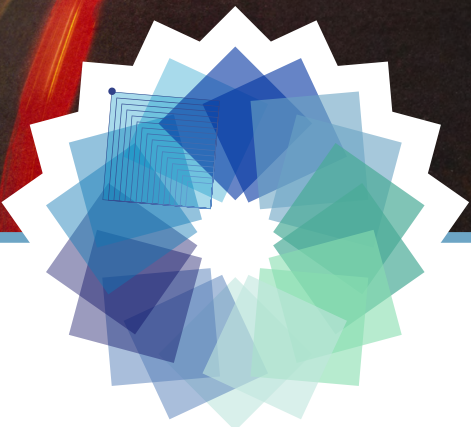
CERN suppliers shall:

- develop and promote a speak-up culture, including reporting channels that are free from retaliation. CERN suppliers must take action to prevent, detect and correct any retaliatory actions against whistleblowers;
- educate and encourage their workforce and subcontractors to make ethical, value-driven choices in their business activities;
- identify and mitigate risks and actual or potential adverse impacts that they or their subsidiaries or subcontractors' activities might have on human rights, the environment or ethical business conduct;
- monitor compliance with this Code of Conduct, promptly report any violations or concerns to CERN and cooperate fully with CERN investigations and audits.



Reporting of Breaches

CERN suppliers shall report any issues of non-compliance with this Code of Conduct. CERN will ensure that any concerns, complaints or non-conformities relating to the above are fully investigated and followed up. Any issues must be reported to: Procurement-Ethics-Compliance@cern.ch



CERN's Commitment to Suppliers

CERN values its relationships with its suppliers and is committed to the following:

- complying with applicable laws, regulations, external standards, the CERN Procurement Rules, internal procedures and commitments;
- ensuring transparency, fairness and collaboration to achieve shared goals of innovation, sustainability and excellence;
- supporting industrial return, ensuring that CERN Member State suppliers have fair opportunities to contribute to CERN projects;
- minimising the environmental impact of goods and services throughout their life cycle, in line with CERN's environmentally responsible procurement policy;
- respecting mutual commitments and protecting personal data and confidential information;
- avoiding conflicts of interest in order to maintain objective and independent decision making.

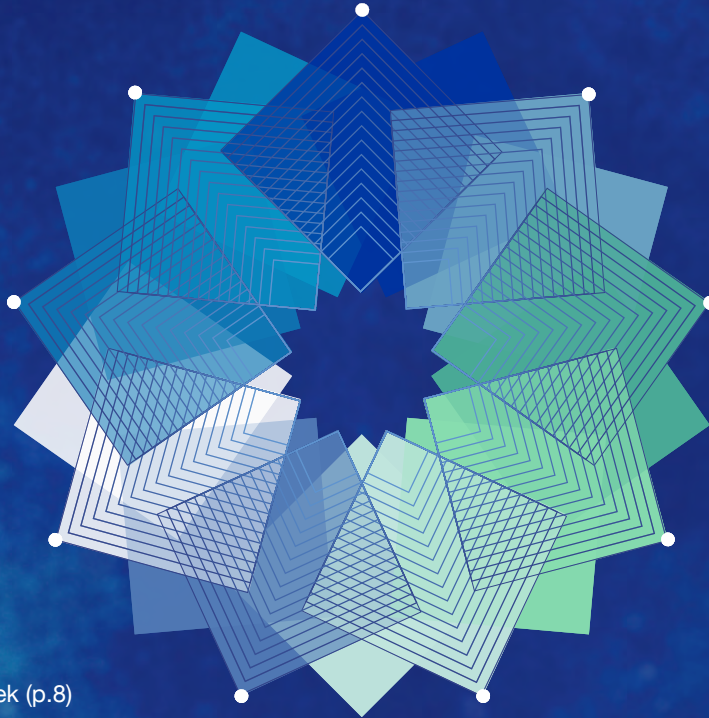


Photo credit:
All pictures CERN
Franciska-Leonora Toeroek (p.8)
Andrew Hara (p.10)

CERN
CH-1211 Geneva, Switzerland

Industry, Procurement and Knowledge Transfer Department
CERN-Brochure-2024-004-Eng
August 2024

Brochure available: <https://cds.cern.ch/record/2908061>

