

BSCI Code of Conduct

Our factory agrees to respect the following labour principles set out in the BSCI Code of Conduct.

BSCI Principles



THE RIGHTS OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Our factory respects the right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining.



NO DISCRIMINATION

Our factory provides equal opportunities and does not discriminate against workers.



FAIR REMUNERATION

Our factory respects the right of workers to receive fair remuneration.



DECENT WORKING HOURS

Our factory observes the law regarding hours of work.



OCCUPATIONAL HEALTH AND SAFETY

Our factory ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



NO CHILD LABOUR

Our factory does not hire any worker below 15 years of age, or in specific countries where the law proscribes it, below 14 years of age.



SPECIAL PROTECTION FOR YOUNG WORKERS

Our factory provides special protection to any workers that are not yet adults.



NO PRECARIOUS EMPLOYMENT

Our factory hires workers on the basis of documented contracts according to the law.



NO BONDED LABOUR

Our factory does not engage in any form of forced servitude, trafficked or non-voluntary labour.



PROTECTION OF THE ENVIRONMENT

Our factory takes the necessary measures to avoid environmental degradation.



ETHICAL BUSINESS BEHAVIOUR

Our factory does not tolerate any acts of corruption, extortion, embezzlement or bribery.

BSCI Approach



CODE OBSERVANCE

Our factory is obliged to protect workers' rights as mandated by the law and the BSCI Code.



SUPPLY CHAIN MANAGEMENT AND CASCADE EFFECT

Our factory uses the BSCI principles to influence other business partners.



WORKERS' INVOLVEMENT AND PROTECTION

Our factory keeps workers informed about their rights and responsibilities.



GRIEVANCE MECHANISM

Our factory provides a system to collect complaints and suggestions from employees.