

Stockholm 2010-02-19

WeSC Code of Conduct (CoC)

In accordance with the UN Universal Declaration of Human Rights, the UN convention of Children's Rights and the ILO conventions, the WeSC Code of Conduct outlines social and environmental standards that must be complied by WeSCs suppliers (and their subcontractors).

1§ Wages and benefits

Our suppliers must follow applicable laws, local laws and rules of employment. Wages for regular hours, overtime payments and benefits, should meet or exceed legal minimum and/or industry standards. The regular income should in any case be enough to support minimum basic necessity of workers and family, thus allowing for 3 meals per day, rent, electricity, school fees, healthcare costs and a little saving.

It is forbidden to withhold or deduct from the wages as a disciplinary measure.

Supplier companies must make sure that wage and benefit composition are detailed clearly and regularly for workers. (ILO convention 26 and 131)

2§ Working Hours

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate. (ILO Convention 1)

3§ Prohibition of Child Labour

Any form of exploration of children is forbidden. Child labour is forbidden as defined by ILO and United Nations Conventions and in any case our affiliated companies will not employ anybody younger than 15 years. (ILO convention 138 and 182)

4§ Freedom in Association

Freedom in association - our affiliated company have to respect workers rights in association.

This includes the right to join any trade union by choice and to bargain collectively. However in countries where rights regarding freedom of association and collective bargain are restricted by law, parallel means of independent and free organisations shall be facilitated. Representatives of personnel should have access to their members in the workplace. (ILO convention 87,98 and 135)

5§ Prohibition of Forced Labour

Prisons or labour compulsion - our affiliated company will not work with or buy material from any company that that take benefits from prisons or labour coercion.

Other form of forced labour i.e. retention of identity documents or lodging deposits are forbidden as well as use of corporal punishment and mental or physical coercion. (ILO convention 29 and 105)

6§ Prohibition of Discrimination

Our affiliated companies will not in any way discriminate against the employees based on of age, race, sex, religion, gender, caste, social background, disability, ethnics, national origin, sexual orientation, membership in workers organisations, political affiliation or any personal characteristics.

(ILO convention 100 and 111)

7§ Health and Security

The employees should work in occupational good health and secure environment and personnel should be trained and educated health and security. Protective equipment should be in place and used, clean water access able, clean bathrooms, and if needed sanitary facilities for food storage provided. Human rights should be respected in workplace practice and conditions in dormitories

8§ Legally binding employment relationship

Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Younger workers shall be given the opportunity to participate in education and training programmes.

9§ Environment

Our suppliers must assure environmental protection in al their activity. WeSC ambition is to reduce the burden on the environment and we like our affiliated companies to share this ambition. This includes choice of material, production procedures, waste management, handling and disposal of dangerous material - such as chemicals - and emissions. The minimum requirement is legal requirements. For use of chemicals the WeSC standard is found in "Guide to buying terms for chemical content in textile products", from the Swedish association of Textile importers, as well as the WeSC Chemical Guide, both part of our General terms

10§ Legislation and legal compliance

Our suppliers should comply with applicable national laws, industry standard, ILO and UN Conventions.

11§ Animals

In business where animals are used in labour and/or production (Fur, Wool etc) such animals must be fed and treated with dignity and respect and no animal must deliberately be harmed nor exposed to pain during their lifespan. Taking the lives of animals must at all times be conducted using the quickest and the least painful and non-traumatic method available and approved by acknowledged veterinarians and only conducted by trained personal.

12§ Community involvement, monitoring and evaluation

WeSC business partners are encouraged to get involved in society engagement both locally and globally, for the improvement of social and living conditions. All business involved must at all times be open and accessible for announced and unannounced audits for monitoring and evaluation of compliance with the WeSC Code of Conduct