

Mass faintings, app 1:

Brands' principles and guidelines on basic working conditions

Brand	Principles on: Temperature in factories	Wages and contracts	Work hours /breaks	Principles and Standards (Global Compact?)	Dem-and about SA 8000
<p>VF</p> <p>VF Global Compliance Principles</p> <p>Response to Clean Clothes Campaign survey</p> <p>Worker wellbeing at suppliers</p> <p>Supplier partnerships</p>	<p>Health and Safety: VF Authorized Facilities must provide their employees with a clean, safe and healthy work environment, designed to prevent accidents and injury to health arising out of or occurring during the course of work. All VF Authorized Facilities are required to comply with all applicable, legally mandated standards for workplace health and safety in the countries and communities in which they operate.</p>	<p>Wages and Benefits: VF recognizes that compensation packages vary by country. All VF Authorized Facilities must compensate their employees fairly by providing compensation packages comprised of wages and benefits that, at the very least, comply with legally mandated minimum standards or the prevailing industry wage, whichever is higher, and shall provide legally mandated benefits. Employees must be fully compensated for overtime according to local law and each employee must be provided with a clear, written accounting for each pay period.</p>	<p>Hours of Work: VF Authorized Facilities must ensure employees' hours worked shall not, on a regularly scheduled basis, exceed the lesser of (a) the legal limitations on regular and overtime hours in the jurisdiction in which they manufacture or (b) 60 hours per week including overtime (except in extraordinary business circumstances). Employees must be informed at the time of hiring if mandatory overtime is a condition of employment. All employees will be entitled to at least one day off in every seven-day period.</p>	<p>VF Global Compliance Principles are consistent with International Labor Organization's Declaration on Fundamental Rights and Principles at Work.</p> <p>We partner with Worldwide Responsible Accredited Production (WRAP) to certify our owned manufacturing and supplement our sourced manufacturing facilities. In order to further ensure responsibility within our supply chain, we work with groups like the Fair Labor Association (FLA), Social Accountability International (SAI), Better Work Nicaragua, Alliance for Bangladesh Worker Safety, American Apparel and Footwear Association (AAFA), Sustainable Apparel Coalition (SAC) and Apparel and Footwear International RSL Management (AFIRM). We also collaborate extensively with the Fair Factories Clearing House (FFC) database.</p>	<p>No</p>
<p>Puma</p>	<p>SAFE WORKING ENVIRONMENT</p>	<p>FAIR COMPENSATION</p>	<p>NO EXCESSIVE WORKING</p>	<p>PUMA respects Human Rights.</p>	<p>No</p>

<p>Code of conduct</p> <p>Code of ethics</p> <p>Kering Code of Ethics</p>	<p>Vendors and their subcontractors must provide a safe and hygienic working environment for all employees. Vendors and their subcontractors must take all possible precautions to prevent accidents at the workplace, and should actively promote good occupational health and safety practices.</p>	<p>Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any other benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with their relevant stakeholders to take appropriate actions that seek to progressively reach a level of compensation that does.</p> <p>CODE OF ETHICS: Compensation that is respectful of basic needs and all benefits mandated by law. As a floor, payment of at least the minimum wage required by local law or the prevailing industry wage, whichever is higher.</p> <p>To prohibit any behaviour contrary to dignity at work, especially any practice contrary to social regulations and in particular concerning remuneration, working hours and working conditions</p>	<p>HOURS Vendors and their subcontractors employees must not be obliged to work in excess of the regular workweek and maximum overtime allowed by local labor law. A regular workweek shall not exceed 48 hours and one day off shall be guaranteed for every seven-day period. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours. Overtime shall be voluntary and compensated at a premium rate and not be requested on a regular basis.</p> <p>CODE OF ETHICS A normal workweek according to local labor law, up to a maximum of 48 hours, with a limit of 12 extra/overtime hours, including one day off for every seven-day period, as well as overtime compensation policies that are in accordance with local law.</p>	<p>(Code of Conduct).</p> <p>THE [KERING] GROUP'S RULES OF BUSINESS CONDUCT REFLECT SEVERAL INTERNATIONAL STANDARDS, INCLUDING:</p> <ul style="list-style-type: none"> • The United Nations Universal Declaration of Human Rights and the European Convention on Human Rights; • Various International Labour Organisation conventions, notably conventions 29, 105, 138 and 182 (child labour and forced labour), 155 (occupational safety and health), 111 (discrimination), 100 (equal remuneration), 87 and 98 (freedom of association and protection of the right to organise and collective bargaining); • The OECD Guidelines for Multinational Enterprises; • The United Nations Convention on the Rights of the Child; • The Ten Principles of the United Nations Global Compact. 	
<p>Asics</p> <p>Policy of Engagement</p>	<p>(8)Health and Safety: Business Partners shall provide a safe and healthy working environment, including, but not</p>	<p>Compensation: Business Partners shall recognize that the Employees should be fully and fairly compensated for all of</p>	<p>Hours of Work: Business Partners shall not ask their Employees to work in excess of sixty (60) hours</p>	<p>With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and</p>	<p>No</p>

<p>Code of Conduct</p>	<p>limited to adequate lighting, temperature control and air ventilation systems. Business Partners shall provide training to their Employees periodically in order to ensure their Employees can protect themselves against and cope with emergency, and responsibly handle hazardous and noxious substances. Further, Business Partners shall provide personal protective equipment to their Employees free of charge, Business Partners' Employees shall have access at all times to sanitary facilities which are adequate and clean. When Business Partners provide residential facilities (dormitories) to their Employees, the same standards should be applied.</p>	<p>their working hours and be provided with a clear and written accounting for every pay period. Business Partners shall pay the Employees at least a) the minimum wage required by the applicable laws or b) the prevailing wage in the industry, whichever higher. In addition to their compensation for regular hours of work, the Employees shall be compensated for overtime work at least at the premium rate required by the applicable laws or, in the countries where such laws do not exist, at a rate of no less than 25% over their normal hourly compensation. Business Partners shall at least provide all the legally required benefits to all of their Employees.</p>	<p>per week (this number is the sum of regular working hours and overtime working hours) or the maximum working hours stipulated by the applicable laws, whichever shorter. Even when it is allowed to work in excess of sixty (60) hours per week under the applicable laws, the work exceeding sixty (60) hour is permitted only in exceptional cases agreed by ASICS, and only to the limit that is permitted by applicable laws. Business Partners shall grant their Employees:</p> <ul style="list-style-type: none"> a) at least twenty-four (24) consecutive hours off in every seven day period and, b) paid annual leaves required by the applicable laws. 	<p>strives to ensure that its activities do not make it an accessory to infringements on human rights.</p> <p>Fundamental Conventions of the International Labor Organization(ILO) and the Model Code of Conduct of the World Federation of the Sporting Goods Industry (WFSGI).</p> <p>ASICS has adopted internal procedures and guidelines with respect to topics covered by the Fundamental Conventions of the ILO, such as:</p> <ul style="list-style-type: none"> a) Freedom of Association and Protection of the Right to Organize b) Right to Organize and Collective Bargaining c) Forced Labor d) Abolition of Forced Labor e) Equal Remuneration f) Discrimination (Employment and Occupation) g) Minimum Age h) Worst Forms of Child Labor 	
<p>Bestseller</p> <p>20by20 Sustainability Strategy</p> <p>Sustainability Report</p> <p>Code of</p>	<p>WORKING ENVIRONMENT The supplier shall provide a safe, clean and healthy working environment with adequate space and services for employees.</p> <p>Refers to: C155 Occupational Safety and Health Convention, 1981:</p>	<p>8. We have processes in place that enable our suppliers to pay a fair living wage. (20by20 Strategy)</p> <p>ADEQUATE COMPENSATION The supplier shall always comply with current laws concerning compensation for work, including overtime payments and payment procedures. Wages will not be</p>	<p>WORKING HOURS AND ADEQUATE REST Working hours should be kept within legal limits and benchmark industry standard. Working hours should not on a regular basis exceed 48 hours per week. Suppliers must provide sufficient rest days to employees,</p>	<p>BESTSELLER A/S (BESTSELLER) shall respect all international human rights and support the United Nation's Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work</p>	<p>No</p>

<p>Conduct Policies and guidelines</p> <p>Human Rights Policy</p>	<p>http://www.ilo.org/ilolex/cgi-lex/convde.pl?C155 R164 Occupational Safety and Health Recommendation, 1981: http://www.ilo.org/ilolex/cgi-lex/convde.pl?R164</p>	<p>withheld for any reason. Deductions from wages as a disciplinary measure, or any other deduction not required by law, must not occur. The employees are entitled to at least the statutory minimum wage, or the standard benchmark rate in the industry, whichever is higher, and should be enough to meet basic needs and provide some discretionary income. Suppliers are expected to be open, and to actively work on reaching a sustainable solution to providing fair living wages.</p> <p><u>SE SIDE 33-35 I SUSTAINABILITY REPORT HER:</u> http://ipaper.bestseller.com/CorporateCommunication/CorporateSustainability/sustainability-report-20162017/?Page=1</p> <p>Refers to: C100 Equal Remuneration Convention, 1951: http://www.ilo.org/ilolex/cgi-lex/convde.pl?C100 C131 Minimum Wage Fixing Convention, 1970: http://www.ilo.org/ilolex/cgi-lex/convde.pl?C131</p>	<p>classified as at least 1 day off in a 7 day period. Overtime shall be voluntary and shall not exceed 12 hours per week. Overtime shall not be demanded on a regular basis and always compensated at a premium rate. Employees are entitled to refuse overtime without incrimination.</p> <p>Refers to:</p> <p>C1 Hours of Work (Industry) Convention, 1919: http://www.ilo.org/ilolex/cgi-lex/convde.pl?C001 C14 Weekly Rest (Industry) Convention, 1921: http://www.ilo.org/ilolex/cgi-lex/convde.pl?C014 R116 Reduction of Hours of Work Recommendation, 1962: http://www.ilo.org/ilolex/cgi-lex/convde.pl?R116</p>	<p>BESTSELLER'S HUMAN RIGHTS POLICY AND INITIATIVES ARE BASED ON THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS</p> <p>ILO on Occupational Health and Safety (c) http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312502</p> <p>LIST OF CONVENTIONS AND RECOMMENDATIONS [ALSO COVERED BY THE CODE OF CONDUCT</p> <p>UN Convention on the Rights of the Child, 1990: http://www2.ohchr.org/english/law/crc.htm UN Convention on the Elimination of All Forms of Discrimination against Women: http://www.hrweb.org/legal/cdw.html</p>	
<p>Nike</p> <p>Code of Conduct</p> <p>Sustainable Business Report (FY14/15)</p>	<p>The WORKPLACE is HEALTHY and SAFE The contractor provides a safe, hygienic and healthy workplace setting and takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation of contractor's facilities.</p>	<p>COMPENSATION is TIMELY PAID Contractor's employees are timely paid at least the minimum wage required by country law and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends. There are no disciplinary deductions from</p>	<p>WORKING HOURS are NOT EXCESSIVE Contractor's employees do not work in excess of 60 hours per week, or the regular and overtime hours allowed by the laws of the manufacturing country, whichever is less. Any</p>	<p>NIKE is a member of the Ceres Company Network and endorses the principles of the United Nations Global Compact.</p> <p>We are continuing work with the SAC (Sustainable Apparel Coalition) and others to simplify</p>	<p>No</p>

	<p>The contractor has systems to detect, avoid and respond to potential risks to the safety and health of all employees.</p>	<p>pay.</p>	<p>overtime hours are consensual and compensated at a premium rate. Employees are allowed at least 24 consecutive hours rest in every seven-day period.</p>	<p>and consolidate the way baselines are applied and data is collected. We have also partnered with organizations like Better Work, a joint project of the International Labour Organization (ILO) and the International Finance Corporation (IFC) (part of the World Bank Group), to improve labor standards and competitiveness in global supply chains.</p> <p>Coordinates with Fair Labour Organisation (FLA).</p>	
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