

OUR COMMITMENT TO RESPONSIBLE BUSINESS: WORKERS MUST BE TREATED WITH DIGNITY, FAIRNESS, AND RESPECT.

1. Legal Compliance



Follow applicable laws and the higher international standard.

5. No Child Labour



Do not employ workers below the legal minimum age.

9. Freedom of Association



Respect workers' right to organise and bargain collectively.

2. Business Integrity



No bribery, corruption, fraud, or unethical business practices.

6. Young Worker Protection



Protect workers under 18 from hazardous work.

10. Wages, Benefits & Working Hours



Provide lawful wages, benefits, and reasonable working hours.

3. Data Protection



Protect personal data and confidential information.

7. Forced Labour & Responsible Recruitment



Work must be voluntary. Workers must not pay recruitment fees.

11. Health, Safety & Worker Voice



Provide safe workplaces and accessible grievance channels without retaliation.

4. Management Systems



Implement systems and training supporting responsible business practices.

8. Non-Discrimination & Fair Treatment



Treat workers with dignity, fairness, and respect.

12. Environment & Communities



Reduce environmental impacts and respect affected communities.

Questions or concerns about this Code?

Please contact your local grievance channel:

Factory contact:

Worker representative:

Hotline / email: