



Worker Code of Conduct

General Principle

Suppliers/factories must comply fully with all legal requirements relevant to the conduct of their businesses and must adopt and follow practices which ensure human rights, workers' employment rights, safety and the environment.

Human Rights

It is Esprit's aim to work in accordance with the highest ethical standards for the purposes of these Workplace Standards. Human rights are a set of rights which recognize the inherent dignity, freedom and equality of all human beings, as expressed in the United Nation's International Bill of Human Rights and in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Esprit recognizes its corporate responsibility to respect human rights and will refrain from any activity entering into relations with any entity, which supports, solicits or encourages others to abuse human rights. We take particular care to choose the right partners, and to ensure that our choices contribute to the fashion industry's role as a powerful source of economic development and financial independence for workers. In support of this goal, ESPRIT expects our business partners to do the same, and where there is any perceived risk of a violation of human rights to duly notify us of this and of the steps being taken to avoid or mitigate such a breach and, where this is not possible, for the business partner to provide for the remediation of the adverse human rights impact where they have caused or contributed to this.

NO CHILD LABOUR

Suppliers/factories must not employ children who are less than fifteen (15) years old, or less than the age for completing compulsory education in the country of manufacture where such age is higher than fifteen (15).

NO FORCED LABOR

Suppliers/factories must not use forced labor, in any form of prison labor, indentured labor, bonded labor or otherwise, or permit the trafficking in persons for forced labor. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Suppliers/factories must recognize and respect the right of employees to join and organize unions or associations of their own choosing and to bargain collectively. Suppliers/factories must develop and fully implement mechanisms for resolving industrial disputes, including employee grievances, and ensure effective communication with employees and their representatives.

NO DISCRIMINATION, HARASSMENT AND ABUSE

Suppliers must not discriminate in recruitment and employment practices. No discrimination on the basis of personal characteristics or beliefs, such as race, national origin, gender, religion, age, disability, marital status, parental status, association membership, sexual orientation or political opinion shall be accepted. Suppliers must implement effective measures to protect migrant employees against any form of discrimination and to provide appropriate support services that reflect their special status.

Employees must be treated with respect and dignity. No employee may be subjected to any physical, sexual, psychological or verbal harassment or abuse or to fines or penalties as a disciplinary measure. Suppliers must ensure employees can express their concerns about workplace conditions directly to factory management or to us without fear of retribution or losing their jobs.



WAGES, BENEFITS & COMPENSATION

Wages must equal or exceed the minimum wage required by law or the prevailing industry wage, whichever is higher. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate.

WORKING HOURS

Employees must not be required, to work more than sixty (60) hours per week including overtime or the local legal requirement, except in extraordinary circumstances. A regular work week must not exceed 48 hours, all overtime work must be consensual and not requested on a regular basis. Employees must be allowed at least twenty four (24) consecutive hours rest within every seven-day period, and must receive paid annual leave.

HEALTH & SAFETY

A safe and hygienic working environment must be provided, and occupational health and safety practices which prevent accidents and injury must be provided. This includes protection from fire, accidents and toxic substances. Lighting, heating and ventilation systems must be adequate. Employees must have access at all times to sanitary facilities which should be adequate and clean. Suppliers must have health and safety policies which are clearly communicated to employees. Where residential facilities are provided to employees, the same standards apply.

ENVIRONMENTAL REQUIREMENTS

Suppliers must make progressive improvement in environmental performance in their own operations and require the same of their partners, suppliers and subcontractors. This includes: integrating principles of sustainability into business decisions; responsible use of natural resources; adoption of cleaner production and pollution prevention measures; and designing and developing products, materials and technologies according to the principles of sustainability.