

Employment and the Workplace

- **Equal Employment Opportunity/Nondiscrimination**
We believe that all terms and conditions of employment should be based on an individual's capability to do the job and not on the basis of personal characteristics or beliefs. Discrimination, whether on the ground of race, nationality, sex, disability or political affiliation, should not be not allowed and neither be the corporal punishment and verbal abuse.
- **Forced Labour**
We prohibit to use any prison, slave, indentured to force labor in the manufacture of any of our products.
- **Child Labour**
We do not utilize child labor in the production of any product. We do not employ any person under the age of 15 (or 14 where local law allows), or the age at which compulsory schooling has ended, whichever is greater.
- **Hours of Labour**
Our company ensures that none of their staff, or those working for their suppliers, is required to work more than 48 hours a week, or more than six days a week. Moreover, wages must be at least equal to legal or 'industry minimum' levels, and must be sufficient to leave the employee with some discretionary income
- **Coercion and Harassment**
We acknowledge the value of our staff and treat each employee with dignity and respect. We do not use cruel and unusual disciplinary practices such as threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.
- **Compensation**
We fairly compensate our employees by complying with all applicable laws, including minimum wage laws, or the prevailing local industry wage, whichever is higher.
- **Health and Safety**
We maintain a safe, clean and healthy environment in compliance with all applicable laws and regulations. We provide adequate medical facilities, clean restrooms, reasonable access to potable water, well-lit and ventilated workstations, and protection from hazardous materials or conditions. The same standards of health and safety are applied in any housing we provide for our employees.