

Code Of Conduct

Equal Employment Opportunity/Non-discrimination

We believe that all terms and conditions of employment should be based on an individual's ability to do the job and not on the basis of personal characteristics or beliefs. We provide employees with a working environment free of discrimination, harassment, intimidation or coercion relating directly or indirectly to race, religion, sexual orientation, political opinion or disability.

Forced Labour

We do not use any prison, slave, indentured, or forced labour in the manufacture of any of our products.

Child Labour

We do not utilize child labour 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

We maintain reasonable employee work hours based on the limits on regular and overtime hours allowed by local law, or where local law does not limit the hours of work, the regular work week. Overtime, when necessary, is fully compensated according to local law, or at a rate at least equal to the regular hourly compensation rate if there is no legally prescribed premium rate. Employees are permitted reasonable days off (at least one day off in every seven-day period) and leave privileges.

Coercion and Harassment

We acknowledge the value of our staff and treat each employee with dignity and respect. We do not use cruel or 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 portable 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.

Concern for the Environment

We believe it is our duty to protect the environment and we do so by complying with all applicable environmental laws and regulations.