

SUPPLIER CODE OF CONDUCT

KÒD KONDUIT POU FOUNISÈ YO

We require that all factories comply with the following Code of Conduct:
Nou egzije pou tout faktori yo respekte Kòd Konduit sa a:

Compliance with the Law Respè Lalwa	Compliance with all laws, rules and regulations. Respekte tout lwa, règ ak règleman yo.
Minimum Wages and Benefits Salè Minimòm ak Avantaj yo	Payment to workers of the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher; provision to workers of benefits that conform to the better of applicable local law or prevailing local industry standards; and payment to workers of overtime compensation in compliance with all applicable laws. Peman bay travayè salè minimòm lwa lokal yo prevwa a oswa salè ki anvigè nan sektè a onivo lokal, selon montan ki pi gwo a; founi travayè yo avantaj ki konfòm ak meyè lwa lokal aplikab yo oswa nòm ki anvigè nan sektè a onivo lokal; ak peman konpansasyon ovètaym bay travayè yo konfòmeman ak tout lwa aplikab yo.
Maximum Working Hours Èdtan Travay Maksimòm	Overtime shall be limited to a level consistent with humane and productive working conditions. Workers shall not be required, on a regularly scheduled basis, to work in excess of 60 hours (or lower if prescribed by local laws or local industry standards) per week; and, generally, workers shall be provided with at least one day off in seven. Ovètaym yo dwe rete nan limit yon nivo ki annakò avèk kondisyon travay imen ak pwodiktif. Yo pa dwe mande travayè yo regilyèman pou yo travay plis pase 60 èdtan (oswa mwens si lwa lokal yo oswa nòm yo ki anvigè nan sektè a onivo lokal prevwa sa) pa semèn; epi yo dwe bay travayè yo anjeneral omwen yon jou konje sou sèt.
No Forced Labor Travay Fòse Entèdi	Prison, indentured, bonded, involuntary, slave labor or labor obtained through human trafficking shall not be used. Yo pa dwe itilize travay prizonye, travay angaje, sèvitid, travay envolonètè, esklavaj, ni travay yo jwenn pa mwayen trafik moun.
No Child Labor Travay Timoun Entèdi	All workers shall be at least the local minimum legal working age or ILO standard, whichever is higher. Tout travayè yo dwe gen omwen laj legal ki anvigè onivo lokal pou travay oswa nòm Òganizasyon Entènasyonal Travay (International Labour Organization, ILO) yo, selon sa ki pi gwo yo.
Health and Safety Sante ak Sekirite	The work environment shall be safe and healthy. Anviwònman travay la dwe san danje epi bon pou sante.
Nondiscrimination Non-diskriminasyon	Workers shall be selected only on the basis of their ability to do the job and not on the basis of other personal characteristics or beliefs. Yo dwe chwazi travayè yo sèlman dapre kapasite yo pou fè travay la, e non pa sou baz lòt karakteristik oswa kwayans pèsònèl.
No Corporal Punishment Pinisyon Kòporèl Entèdi	Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers. Yo pa dwe itilize kont travayè yo ni pinisyon kòporèl ni okenn lòt fòm presyon fizik oswa sikolojik.
Freedom of Association Libète Asosyasyon	The lawful exercise of workers’ rights of free association shall be respected and not restricted or interfered in, and workers lawfully exercising those rights shall not be threatened or penalized. Yo dwe respekte dwa legal travayè yo gen pou fè asosyasyon lib e libè epi yo pa dwe pa limite yo ni jennen yo, epi yo pa dwe menase ni pran sanksyon kont travayè k ap egzèse dwa sa yo legalman.
Anti-Corruption/ Anti-Bribery Kont Koripsyon/ Kont Grese pat	Suppliers must comply with all applicable anti-corruption and anti-bribery laws, rules and regulations. Founisè yo dwe respekte tout lwa, règ ak règleman aplikab kont koripsyon ak kont grese pat.
Environment Anviwònman	Suppliers must comply with all applicable environmental laws and regulations. Founisè yo dwe respekte tout lwa ak règleman anviwònmantal aplikab yo.
Community Involvement Patisipasyon Kominotè	Projects undertaken in partnership with community groups, or local or international NGOs, particularly those that address educational opportunities for younger people employed in production facilities, shall be encouraged and supported. Yo dwe ankouraje ak soutni pwojè ki antreprann an kolaborasyon avèk gwoup kominotè yo, oswa òganizasyon non-gouvènmantal (ONG) lokal oswa entènasyonal yo, sitou sa yo ki okipe de posiblite edikasyon pou jenn moun k ap travay nan enstalasyon pwodiksyon yo.
Access Aksè	For the purpose of monitoring compliance with our policies, the company, subcontractors and its agents shall be given unrestricted access to all production facilities and dormitories and to all relevant records, whether or not notice is provided in advance. Pou kontwole respè règleman nou yo, konpayi an, sou-tretan yo ak ajan li yo dwe gen aksè san restriksyon nan tout enstalasyon pwodiksyon yo ak dòtwa yo ak nan tout dosye ki konsène yo, kit wi ou non yo bay avi davans.
Sub-contracting Sou-tretans	Unauthorized subcontracting is prohibited. All subcontracting must be pre-approved by Independent Production Services. Yo entèdi sou-tretans san otorizasyon. Tout sou-tretans yo dwe gen apwobasyon Sèvis Pwodiksyon Endepandan (Independent Production Services).