

White Stuff[®]

CODE OF CONDUCT

The code of supplier conduct applies to all suppliers that produce goods for White Stuff, its subsidiaries, affiliates or agents (White Stuff)

The code sets out the basic requirements all factories must meet in order to do business with White Stuff, and provides the blueprint for White Stuff's continuous monitoring of factories' employment practice and environmental compliance. As a member of the Ethical Trading Initiative (ETI), White Stuff has adopted the internationally recognised ETI Base Code and incorporated it into our own code of conduct.



1- General Principle

Factories that produce Goods for White Stuff operate in compliance with the laws of their respective countries and with other applicable laws, rules and regulations.



2- Non Discrimination

Factories shall employ workers on the basis of their ability to perform their job and not on the basis of their beliefs or personal characteristics.



3- Forced Labour

Factories shall not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.



4- Child Labour

Factories shall employ only workers who meet the applicable minimum legal age requirement or are at least 14 years of age, whichever is greater. Factories are also required to comply with all other applicable child labour laws.



5- Wages and Hours

Factories shall set working hours, wages and overtime pay in accordance with all applicable laws and shall pay workers, as a floor, at least the minimum legal wage or the prevailing industry wage, whichever is higher. Wages should always be enough to meet basic needs and to provide for some discretionary expenditure. While it is recognised that overtime is often required in production, factories shall plan production in ways that limit overtime to levels that sustain humane and productive working conditions.



6- Working Conditions

Factories must treat workers with respect and dignity and provide them with a safe and healthy work environment, while complying with all applicable laws and regulations regarding working conditions. Factories shall ensure that no worker is subject to any physical, sexual, psychological or verbal harassment or abuse. Factories must be well lit and ventilated, aisles accessible, machinery maintained and hazardous materials sensibly stored and safely disposed of. Those factories providing living accommodation for their workers must keep these facilities clean and safe.



7- Environment

Factories shall comply with all applicable environmental laws and regulations for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment.



8- Freedom of Association

Workers are free to form or join associations of their own choosing. Factories must not interfere with workers who wish to lawfully and peacefully associate, organise or bargain collectively. The decision whether or not to do so should be made solely by the workers.



Ethical Trading Initiative
Respect for workers worldwide

White Stuff is a member of ETI