



我们需遵守如下**10**项行为守则

We abide by a simple “code of conduct”, our simple 10 rules to trade:

- ④ 尊重人权,允许自由集会及劳资双方谈判的权力
Respect all human rights, allow for freedom of association & the right to collective bargaining
- ④ 遵守地方法律法规
Follow local laws
- ④ 不允许雇佣童工
Do not hire underage workers
- ④ 不强迫劳动或不使用惩戒性措施
Do not use forced labour or disciplinary practices
- ④ 尊重自然、保护环境
Respect the environment
- ④ 提供安全的(工作)环境
Provide a safe environment for all
- ④ 没有种族、性别、宗教及文化价值观念的歧视;
Do not discriminate for race, gender, religion or cultural values
- ④ 支付合理工资, 包括应需要产生的自愿加班费用
Pay a fair going wage, including voluntary overtime pay where applicable
- ④ 给予雇佣员工应有的权益 (包括带薪假期)
Give the employee their entitlements, including paid time off
- ④ 管理人员(部门) 对其行为承担责任
Make management responsible for their actions

我们采用这基本及简明的**10**点作为经营原则。 ,来评估及选择国外(合作)伙伴。我们的目的是使劳资双方的权益都得到公平对待。

**We have adopted these basic and simple 10 points as our trading principles
We evaluate & choose our external partners by these guidelines**

A fair go is all we ask!

