

# International standards and codes of conduct

## Labour rights conventions and guidelines

International Conventions, International Labour Organization

<http://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>

United Nations Universal Declaration of Human Rights

<http://www.un.org/en/documents/udhr/>

United Nations Guiding Principles on Business and Human

Rights [http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR\\_EN.pdf](http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf)

United Nations International Covenant on Economic, Social and Cultural Rights

<http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>

## Monitoring associations and consortiums

Each of the organizations listed here can exercise some influence over certain brands and each has a mechanism that allows workers and support organizations to file a complaint when a company that is part of its network violates its code of conduct or applicable labour laws.

### Fair Labor Association (FLA)

The US-based Fair Labor Association (FLA) monitors member companies' and their suppliers' compliance with the Association's Workplace Code of Conduct. Participating companies include adidas, Nike, Hanesbrands, Fast Retailing, H&M, Hugo Boss, New Balance, Patagonia, Puma, and others. Participating companies and their suppliers must comply with the standards in the FLA's Code of Conduct and Benchmarks.

- The Code of Conduct and Benchmarks can be found at: <http://www.fairlabor.org/our-work/labor-standards>
- The complete list of participating companies can be found at: <http://www.fairlabor.org/affiliates>
- Information about how to file a third party complaint can be found at: [http://www.fairlabor.org/sites/default/files/3pc\\_factsheet\\_english.pdf](http://www.fairlabor.org/sites/default/files/3pc_factsheet_english.pdf)
- Third party complaint form: <http://www.fairlabor.org/third-party-complaint-form>

### Ethical Trading Initiative (ETI)

The UK-based Ethical Trading Initiative (ETI) is an alliance of companies, trade unions and non-governmental organizations. Member companies must adopt the ETI Base Code and Implementation Principles and report on their progress in meeting those standards. Member companies include: Bonmarché, Barberry Group, C&A, Debanham, Gap Inc, H&M, Inditex (Zara), Marks & Spencer, Next, New Look, N Brown, Pentland Brands, Primark, Tchibo, and others.

- The Base Code can be found at: <http://www.ethicaltrade.org/eti-base-code>
- The complete list of participating companies can be found at: <http://www.ethicaltrade.org/about-eti/our-members>

# BRANDS AND LABOUR RIGHTS

How and when to engage with brands?

- Serious violations of worker rights in supplier factories of ETI-member brands can be dealt with by contacting a trade union or NGO member of the ETI (check ETI member link above).

## Worker Rights Consortium (WRC)

The Worker Rights Consortium (WRC) is an independent labour rights monitoring organization based in the United States. It carries out in-depth investigations at factories that produce for the major apparel brands. Its work is primarily focused on factories that produce garments for North American universities. The WRC monitors labour rights compliance of garments produced for more than 180 colleges and universities in the US and Canada.

- To see if a particular factory produces university licensed apparel, a search can be done by country or by the name of the factory: <http://workersrights.org/search/>
- To file a complaint with regards to a factory that produces garments for a university licensee, go to: <http://workersrights.org/contact/complaints.asp>

## Company codes of conduct

The following is a list of links to codes of conduct of some companies that have large international manufacturing supply chains. Not all companies have a code of conduct for their suppliers.

### Abercrombie & Fitch:

[http://www.anfcares.org/sustainability/social/code\\_of\\_conduct.jsp](http://www.anfcares.org/sustainability/social/code_of_conduct.jsp)

### adidas

<http://www.adidas-group.com/en/investors/corporate-governance/code-of-conduct/>

### Aeropostale

[http://media.corporate-ir.net/media\\_files/irol/13/131103/gov/codeofconduct.pdf](http://media.corporate-ir.net/media_files/irol/13/131103/gov/codeofconduct.pdf)

### American Eagle Outfitters

[http://www.ae.com/web/corpResp/supply\\_chain/vendor\\_code.jsp](http://www.ae.com/web/corpResp/supply_chain/vendor_code.jsp)

### C&A

<http://www.c-and-a.com/uk/en/corporate/company/sustainability/supply/strategy-policies/>

### Disney

<http://thewaltdisneycompany.com/citizenship/respectful-workplaces/ethical-sourcing/ils/code-of-conduct-manufacturers>

### Fruit of the Loom

<http://www.fotlinc.com/pages/code-of-conduct.html#.VjpABbRTWJc>

### GAP Inc.

[http://www.gapinc.com/content/attachments/gapinc/COVC\\_070909.pdf](http://www.gapinc.com/content/attachments/gapinc/COVC_070909.pdf)

### H&M

<http://sustainability.hm.com/en/sustainability/commitments/choose-and-reward-responsible-partners/code-of-conduct.html>

**Hanesbrands**

<http://hanesforgood.com/content/uploads/2013/07/GCC-English.pdf>

**Levi Strauss**

<http://lsc0.s3.amazonaws.com/wp-content/uploads/2014/01/LSCO-Sustainability-Guidebook-2013--December.pdf>

**Nike**

[http://s3.amazonaws.com/nikeinc/assets/48557/Nike\\_Code\\_of\\_Conduct.pdf?1445396121](http://s3.amazonaws.com/nikeinc/assets/48557/Nike_Code_of_Conduct.pdf?1445396121)

**Patagonia**

[http://www.patagonia.com/pdf/en\\_US/Patagonia\\_COC\\_English\\_02\\_13.pdf](http://www.patagonia.com/pdf/en_US/Patagonia_COC_English_02_13.pdf)

**PVH Corp**

[http://pvh.com/pdf/corporate\\_responsibility\\_shared\\_commitment.pdf](http://pvh.com/pdf/corporate_responsibility_shared_commitment.pdf)

**Target**

[https://corporate.target.com/\\_media/TargetCorp/csr/pdf/Target-Vendor-Conduct-Guide.pdf](https://corporate.target.com/_media/TargetCorp/csr/pdf/Target-Vendor-Conduct-Guide.pdf)

**VF Corporation**

<http://www.vfc.com/corporate-responsibility/social/global-compliance/terms-of-engagement>

**Walmart**

[http://cdn.corporate.walmart.com/67/fd/5c9b7b964883b792bce97dd00edf/standards-for-suppliers-poster\\_129884072278822736.pdf](http://cdn.corporate.walmart.com/67/fd/5c9b7b964883b792bce97dd00edf/standards-for-suppliers-poster_129884072278822736.pdf)