

Factory X Ethical Sourcing Policy

FACTORY X
RETAIL GROUP

gorman

L'URV

DANGERFIELD

princess highway

JACK LONDON

Alannah Hill

As part of Factory X's commitment to manufacturing products under safe, fair, and humane working conditions, we require all our contracted suppliers to adhere to our Ethical Sourcing Policy and Code of Conduct. All supplier factories must also publish this Policy in a location that can be seen by all factory workers.

FREEDOM OF EMPLOYMENT

Suppliers must not use forced, bonded or prison labour. Workers will not be required to lodge deposits or identity papers with an employer and must be free to leave work at the end of the shift and terminate their employment with reasonable notice. If a worker is found to be employed in violation of these conditions Factory X expects the manufacturer establish to policies and programmes that provide for the transition of any individual found in this situation into fairly paid and legal employment.

FREEDOM OF ASSOCIATION

Suppliers will recognise the right of employees to join unions or representative committees, and the right of workers' associations to collective bargaining.

Where the right to freedom of association and collective bargaining is restricted under law, the employer will allow the development of a means for independent and free association and bargaining.

SAFE WORKING CONDITIONS

A safe and hygienic working environment shall be provided. Adequate steps shall be taken to prevent accidents and injury to health arising out of, or occurring in the course of, work by minimising as far as practical hazards in the workplace.

Health and safety training shall be provided and practiced on site.

CHILD LABOUR

There shall be no use of child labour. If child labour is found to exist, Factory X expects manufacturers to establish policies and programmes that provide for any child found to be performing child labour to attend and remain in quality education until no longer a child.

Young persons under 18 shall not be employed at night or in hazardous conditions.

FAIR WAGES

Terms and conditions of employment must be clearly communicated to all workers. Written records of payments must be maintained for audit purposes. Wages must be paid in line with national legal standards or industry benchmarks, whichever is greater.

Wages must be paid at regular intervals according to national or industry benchmarks. Any deductions not provided for under national law are not permitted without the express written permission of the worker.

REASONABLE WORKING HOURS

Factory X prohibits the use of excessive overtime. Suppliers must comply with applicable laws and regulations in regard to working hours and must operate in a manner that promotes humane and productive hours of work and working conditions.

NON-DISCRIMINATION

There is to be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

FAIR AND EQUITABLE TREATMENT

Physical abuse, the threat of physical abuse, sexual and other forms of harassment, verbal abuse and other types of intimidation will never be used by a supplier or factory in relation to their workers.

The deduction of wages as a disciplinary measure will not be used.

Obligations to employees under labour and social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, subcontracting, or home-based working schemes; nor through apprenticeship schemes where there is no real intent to impart skills or provide regular employment; nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

ENVIRONMENTAL POLICY AND WASTE MANAGEMENT

Suppliers must comply with applicable environmental laws, maintain a written environmental policy, and implement a system to minimize or eliminate negative impacts of its practices on the environment.

MAKING A COMPLAINT

As part of Factory X's commitments outlined above, we are keen to be made aware of any situation where our social and ethical policy is not being upheld.

Your complaint will remain strictly confidential, unless you advise otherwise.

GENDER EQUITY

Factory X are committed to gender equity. We prohibit discrimination in hiring, compensation, access to training, promotion termination or retirement based on gender. We have a zero tolerance for behaviour that is sexually intimidating, abusive or exploitative.

**You can contact us on: wendy@factoryx.com.au
Complaints do not have to be lodged in English**

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依照FACTORY X对于在安全、公正及人道工作条件下生产产品之承诺部分，我们要求所有供应商必须遵照我们的道德采购政策。所有工厂必须将我们的规范摘要张贴在所有员工可阅读到的地方。

从业自由

供应商不可强迫、绑定或监禁劳工。员工不需要向雇主缴付押金或身分证件，并且必须可于班表结束后自由离开及在给予合理的事前通知后辞职。如果有工人被发现处于不符上述之情况，Factory X预期生产商参与协助将该人移转至公平薪资及合法雇用之政策及计画。

结社自由

供应商需认可员工参加工会或成为工会代表之权利，以及参加集体议价之员工组织之权利。在法律限制结社自由及集体议价之地区，雇主须容许独立且自由结社及议价的争取进展。

工安条件

工作环境须安全卫生。须有适当的步骤预防工作造成或是工作进行中发生之意外及健康伤害，将工作地点之操作意外降到最低。现场要提供且演练健康及安全训练。

童工 不可招募童工。如发现有童工，Factory X预期生产商

参与协助将童工移转至教育机构，并接受合理的教育直至成人。儿童及小于18岁的青年不可担任夜班或从事具危险条件之职位。

公正薪资

必须向员工清楚解释雇用条款。付款必须留存书面资料以因应审计目的。薪资必须符合法定标准或产业基准，优者从先。

薪资必须根据国家或产业基准之定期给付，任何未根据法条之减薪在员工书面同意之前不得施行。

合理工时

Factory X禁止过度加班，供应商必须遵守所有与工时相关之法条及规定，且以促进人道及高生产力之工时及工作条件之态度来管理。

无歧视

雇用、福利、教育训练、升迁、解雇及退休均不因人种、阶级、原国籍、宗教、年龄、身心障碍、性别、婚姻状态、性向、工会成员或政治立场有所歧视。

公正与公平待遇

供应商或工厂永远不会对员工肢体霸凌、肢体霸凌之威胁、性骚扰及其他任何形式之骚扰、言语霸凌及其他任何形式之恐吓。

不会有依纪律制度减薪一事。

规范一般雇佣关系之劳工及社会安全法所列之雇员义务不可利用劳动契约、附属条款或是在家工作方案来规避；若无实际传授技术或提供一般雇用事实，亦不可透过学徒方案规避；这些义务亦不可以过度使用定期雇用合约来规避。

环境政策及垃圾处理

供应商必须遵守所有适用之环境法条、维护具体之环境政策、且实施可最小化或消除实际流程对环境造成负面冲击之系统

提出投诉

依照以上Factory X所做之承诺部分，我们充分理解任何社会伦理规范会有所修正的情况。

除非另有要求，否则您的投诉均列为私人机密

性别平等

Factory X致力于性别平等。我们禁止基于性别的雇用、补偿、培训，促销终止或退休方面的歧视。我们不能容忍任何对性骚扰、侮辱性或剥削性的行为。

您可透过wendy@factoryx.com.au联络我们。
投诉不需使用英文。