

China Legal Requirements by BSCI Code Provision

BSCI 行为准则要求

1. The rights of Freedom of Association and Collective Bargaining

结社自由与集体谈判权

BSCI COC BSCI 行为准则	Most relevant National or Province law (where stricter than related national law) 相关程度最高的国家与各省法律（比相关国家法律严格）
<p>Business partners shall: (a) respect the right of workers to form unions in a free and democratic way; (b) not discriminate against workers because of trade union membership and (c) respect workers' right to bargain collectively.</p> <p>Business partners shall not prevent workers' representatives from having access to workers in the workplace or from interacting with them. © Copyright FTA 2014 BSCI Code of Conduct - Public Document V. 1/2014 5/9</p> <p>When operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, business partners shall respect this principle by allowing workers to freely elect their own representatives with whom the company can enter into dialogue about workplace issues.</p> <p>商业伙伴必须：（a）尊重工人以自由、民主的方式成立工会的权利；（b）不因加入工会而歧视工人，且（c）尊重工人的集体谈判权。</p> <p>商业伙伴不得阻止工人代表接触工作场所中的工人，或阻止他们互动。</p> <p>在将工会活动视为非法或不允许自由民主工会活动的国家，商业伙伴必须尊重这个原则，允许工人自由选出工人自己的代表，让公司可就工作场所相关事宜与被选出的工人代表进行对话。</p>	<p>Per rule of trade Union Law of the People's Republic of China, article 3: All workers doing physical or mental work in enterprises within Chinese territory who earn their living primarily from wages shall have the right to participate in and form trade union organizations pursuant to the law, regardless of their nationality, race, sex, occupation, religious beliefs or level of education.</p> <p>《中华人民共和国工会法》第三条：在中国境内的企业、事业单位、机关中以工资收入为主要生活来源的体力劳动者和脑力劳动者，不分民族、种族、性别、职业、宗教信仰、教育程度，都有依法参加和组织工会的权利。</p> <p>Per rule of trade Union law of the People's Republic of China Article 38: When discussing major issues on operation, management and development, the enterprise or institution shall listen to the opinions of the trade union. The trade union in an enterprise or institution shall have its representative(s) attending any meetings held by the enterprise or institution to discuss matters on wages, welfare, occupational safety and health, social insurance and other questions related to the immediate interests of the workers and staff members. An enterprise or institution shall support the trade union in carrying out its activities in accordance with law, and the trade union shall support the enterprise or institution in exercising its power of operation and management in accordance with law.</p> <p>《中华人民共和国工会法》第三十八条：企业、事业单位研究经营管理和发展的重大问题应当听取工会的意见；召开讨论有关工资、福利、劳动安全卫生、社会保险等涉及职工切身利益的会议，必须有工会代表参加。企业、事业单位应当支持工会依法开展工作，工会应当支持企业、事业单位依法行使经营管理权。</p> <p>Per rule of PRC Employment Law article 3: Labourers shall have the right to be employed on an equal basis, choose occupations, obtain remuneration for their labour, take rest, have holidays and leaves, obtain protection of occupational safety and health, receive training in a vocational skills, enjoy social insurance and welfare, and submit applications for settlement of labour disputes, and other rights related to labour as stipulated by law.</p> <p>《中华人民共和国劳动法》第三条 劳动者享有平等就业和选择职业的权利、取得劳动报酬的权利、休息休假的权利、获得劳动安全卫生保护的权利、接受职业技能培训的权利、享受社会保险和福利的权利、提请劳动争议处理的权利以及法律规定的其它劳动权利。</p>

2. No Discrimination

不歧视

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<p>Business partners shall not discriminate, exclude or have a certain preference for persons on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination. In particular, workers shall not be harassed or disciplined on any of the grounds listed above.</p> <p>商业伙伴不得因性别、年龄、宗教、种族、种姓、出生、社会背景、残疾、民族、国籍、工会或任何其他合法化组织的会员身份、政治派别或观点、性取向、家庭责任、婚姻状况、疾病等原因歧视、排斥或优待某个人。特别是，不得因上述任何理由骚扰或处分工人。</p>	<p>Per rule of PRC Labour Law article 46: The distribution of wages shall follow the principle of equal pay for equal work.</p> <p>《中华人民共和国劳动法》第四十六条：工资分配应当遵循按劳分配原则，实行同工同酬。</p> <p>Per rule of PRC Protection of Women Right Law article 24: All employees, no matter male or female, shall have equal opportunity for employment and advancement. Sex discrimination is not allowed.</p> <p>《中华人民共和国妇女权益保障法》第二十四条：实行男女同工同酬。妇女在享受福利待遇方面享有与男子平等的权利。不得性别歧视。</p> <p>Per rule of Employment Services and Employment Management Regulations article 19: When employers hire workers, they should not refuse workers with the excuse that they are the infectious carriers. However, before infectious carriers are cured or get rid of the suspicion of infection, they cannot engage in some jobs which are apt to make the infectious disease spread in accordance with laws, administrative regulations and Hygiene Administrative Department of the State Council.</p> <p>《就业服务与就业管理规定》第十九条：用人单位招用人员，不得以是传染病病原携带者为由拒绝录用。但是，经医学鉴定传染病病原携带者在治愈前或者排除传染嫌疑前，不得从事法律、行政法规和国务院卫生行政部门规定禁止从事的易使传染病扩散的工作。</p> <p>Per rule of PRC Labour Law article 3: Labourers shall have the right to be employed on an equal basis, choose occupations, obtain remuneration for their labour, take rest, have holidays and leaves, obtain protection of occupational safety and health, receive training in a vocational skills, enjoy social insurance and welfare, and submit applications for settlement of labour disputes, and other rights related to labour as stipulated by law.</p> <p>《中华人民共和国劳动法》第三条：劳动者享有平等就业和选择职业的权利、取得劳动报酬的权利、休息休假的权利、获得劳动安全卫生保护的权利、接受职业技能培训的权利、享受社会保险和福利的权利、提请劳动争议处理的权利以及法律规定的其它劳动权利。</p>

3. Fair Remuneration

公平报酬

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<p>Business partners observe this principle when they respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for</p>	<p>Per rule of the PRC Employment Law article 48 and Opinion of the Ministry of Labour on Several Questions concerning the Implementation of the Labour Law (1995) article 57: Employees, including those who are in probationary, training or internship period, shall not be paid lower than the local minimum</p>

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<p>themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder. Business partners shall comply, as a minimum, with wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher. Wages are to be paid in a timely manner, regularly, and fully in legal tender. Partial payment in the form of allowance "in kind" is accepted in line with ILO specifications. The level of wages is to reflect the skills and education of workers and shall refer to regular working hours. Deductions will be permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement.</p> <p>商业伙伴遵守本原则，在不影响本文所列的具体期望的同时，尊重工人获得公平报酬足以为工人及其家庭提供体面生活的权利，以及法律规定的社会福利。商业伙伴必须至少遵守政府关于最低工资的法律规定，或者基于集体谈判通过的行业标准，两者之中以较高者为准。工资应以法定货币形式及时地、定期地、全额支付。根据国际劳工组织规范，可以接受部分付款是用实物津贴形式支付。工资水平应体现工人的技能和教育并参照正常劳动时间。任何报酬的扣减只可在法律允许或集体协议规定的条件下和范围内执行。</p>	<p>standard.</p> <p>《中华人民共和国劳动法》第四十八条和劳动部关于贯彻执行《中华人民共和国劳动法》（1995）若干问题的意见第五十七条：劳动者在试用、熟练、见习期间，其所在的用人单位应当支付不低于最低工资标准的工资。</p> <p>Per rule of PRC Employment Law article 20: During the probation period, the wages of a labourer may not be less than the lowest wage paid for the equivalent job post within the Unit or less than 80 percent of the wage agreed upon in the labour contract, nor may it be lower than the minimum wage standard of the employing Unit site.</p> <p>《中华人民共和国劳动合同法》第二十条：劳动者在试用期的工资不得低于本单位相同岗位最低档工资或者劳动合同约定工资的百分之八十，并不得低于用人单位所在地的最低工资标准。</p> <p>Per rule of PRC Employment Law article 8: When a Unit concludes a labour contract with a labourer, it shall truthfully inform him as to the content of the work, the working conditions, the work site, occupational hazards, production safety conditions, labour remuneration and other matters the labourer wishes to know. The Unit has the right to know basic information about the labourer which directly relates to the labour contract, and the labourer shall truthfully provide the information.</p> <p>《中华人民共和国劳动合同法》第八条：用人单位招用劳动者时，应当如实告知劳动者工作内容、工作条件、工作地点、职业危害、安全生产状况、劳动报酬，以及劳动者要求了解的其他情况；用人单位有权了解劳动者与劳动合同直接相关的基本情况，劳动者应当如实说明。</p> <p>Per rule of PRC Employment Law article 50: Wages shall be paid monthly to labourers in the form of currency. The wages paid to labourers shall not be deducted or delayed without justification.</p> <p>《中华人民共和国劳动法》第五十条：工资应当以货币形式按月支付给劳动者本人。不得克扣或者无故拖欠劳动者的工资。</p> <p>Per rule of the PRC Provisional Regulations for the Payment of Wages article 16: If an employee causes his or her employer to suffer economic loss, the employer may demand compensation in accordance with the employment contract. The employer may deduct such compensation on a monthly basis from the employee from the employee's monthly wage in an amount not exceeding 20% of the same. However, if, as a result of such deduction, the employee's wages would fall below the local minimum wage, then the employer must at least pay the employee the minimum wage according to the local standard.</p> <p>《工资支付暂行规定》第十六条：因劳动者本人原因给用人单位造成经济损失的，用人单位可按照劳动合同的约定要求其赔偿经济损失。经济损失的赔偿，可从劳动者本人的工资中扣除。但每月扣除的部分不得超过劳动者当月工资的20%。若扣除后的剩余工资部分低于当地月最低工资标准，则按最低工资标准支付。</p> <p>Per rule of the Regulation for the Payment of Wages in Guangdong Province article 15: Employing unit suffering direct economic loss due to the fault of</p>

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	<p>labourer, the unit may deduct the compensation from the labourer’s wage if the labourer should be charged with the compensation responsibility, but the reason of deduction and the amount should be with prior written notice. The deduction should not be deducted if there was no prior written notice. The balance of wage after deduction should not be lower than the local minimum wage standard.</p> <p>《广东省工资支付条例》第十五条：因劳动者过错造成用人单位直接经济损失，依法应当承担赔偿责任的，用人单位可以从其工资中扣除赔偿费，但应当提前书面告知扣除原因及数额；未书面告知的不得扣除。扣除赔偿费后的月工资余额不得低于当地最低工资标准。</p> <p>Per rule of the Regulation on Employee for the Payment of Wages in Shenzhen City article 34: Employing unit may deduct the expense from the employee wages as follows:</p> <p>《深圳市员工工资支付条例》第三十四条：用人单位可以从员工工资中扣减下列费用：</p> <ol style="list-style-type: none"> 1. An employee causes employing unit to suffer economic loss. 2. The economic punishment as per the rule and regulation of employing unit developed according to the law. 3. The other expense agreed by the employees themselves. The surplus wage should not be lower than the minimum wage after employing units deduct the expense of the above-mentioned items 1 and 2. <p>（一）员工赔偿因本人原因造成用人单位经济损失的费用</p> <p>（二）用人单位按照依法制定的规章制度对员工进行的违纪经济处罚；</p> <p>（三）经员工本人同意的其他费用。</p> <p>用人单位每月扣减前款第（一）、（二）项费用后的员工工资余额不得低于最低工资。</p>

4. Decent Working Hours

体面劳动时间

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<p>Business partners observe this principle when they ensure that workers are not required to work more than 48 regular hours per week, without prejudice to the specific expectations set out hereunder. However, the BSCI recognizes the exceptions specified by the ILO. Applicable national laws, industry</p>	<p>Per rule of the Decision of the State Council on Revision of the “Provisions of the State Council on Employees’ Working Time” Article 3: The normal working hour of workers shall be 8 hours a day and 40 hours per week.</p> <p>国务院关于修改《国务院关于职工工作时间的规定》的决定第三条：职工每日工作 8 小时、每周工作 40 小时。</p> <p>Per rule of PRC Labour Law article 41: The employing unit may extend working hours due to the requirements of its production or business after consultation</p>

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<p>benchmark standards or collective agreements are to be interpreted within the international framework set out by the ILO.</p> <p>In exceptional cases defined by the ILO, the limit of hours of work prescribed above may be exceeded, in which case overtime is permitted. The use of overtime is meant to be exceptional, voluntary, paid at a premium rate of not less than one and one-quarter times the regular rate and shall not represent a significantly higher likelihood of occupational hazards. Furthermore, Business Partners shall grant their workers with the right to resting breaks in every working day and the right to at least one day off in every seven days, unless exceptions defined by collective agreements apply.</p> <p>商业伙伴遵守本原则，在不影响本文所列的具体期望的同时，确保工人每周劳动时间不超过48小时。但是BSCI承认国际劳工组织规定的例外情况。</p> <p>对适用的国家法规，行业标准或集体协议的解释应在国际劳工组织规定的国际框架内。© 欧洲对外贸易协会（FTA）2014 版权所有 商界社会责任倡议（BSCI Code of Conduct 行为守则 – 公开文件 1/2014 版 5/8</p> <p>在国际劳工组织定义的例外情况下，可以超过上述劳动时间限制，在这种情况下允许加班。</p> <p>加班必须是例外情况、自愿的、加班费不低于正常劳动时间工资的 1.25 倍，且不得带来显著增加的职业危害可能性。</p> <p>此外，商业伙伴应给予工人每个工作日期间休息的权利，以及至少每七天中休息一天的权利，除非有适用集体协议规定的例外情况。</p>	<p>with the trade union and labourers, but the extended working hours for a day shall generally not exceed one hour. If such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.</p> <p>《中华人民共和国劳动法》第四十一条：用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过 1 小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过 3 小时，但是每月不得超过 36 小时。</p> <p>Per rule of PRC Labour Law article 38: The employing unit shall guarantee that its staff and workers have at least one day off in a week.</p> <p>《中华人民共和国劳动法》第三十八条：用人单位应保证劳动者每周至少休息 1 日。</p> <p>Per rule of Provisions of irregular work system and comprehensive calculation working hour system Article 5: Comprehensive working hour system calculates working hours based on week, month, season and year. However, the average working hours per day and per week should be based on the same legal working hour standard. That, per se, within the comprehensive calculation period, the actual working hour of a day (or week) can exceed 8 hours (or 40 hours), but the total actual working hour should not exceed the legal standard.</p> <p>《关于企业实行不定时工作制和综合计算工时工作制的审批办法》第五条：实行综合计算工时工作制，即分别以周、月、季、年等为周期，综合计算工作时间，但其平均日工作时间和平均周工作时间应与法定标准工作时间基本相同。本身的综合计算周期内，每天的实际工作小时（或一周）可以超过 8 小时（或 40 小时），但总的实际工作小时不应超过法定标准。</p> <p>Per rule of Decision of the State Council on Revision of the “Provisions of the State Council on Employees’ Working Time” Article 3: The normal working hours of workers shall be 8 hours a day and 40 hours per week.</p> <p>国务院关于修改《国务院关于职工工作时间的规定》的决定第三条：职工每日工作 8 小时、每周工作 40 小时。</p> <p>Per rule of PRC Labour Law article 38: The employing unit shall guarantee that its staff and workers have at least one day off in a week.</p> <p>《中华人民共和国劳动法》第三十八条：用人单位应保证劳动者每周至少休息 1 日。</p> <p>Per rule of PRC Employment Contract Law article 31: An employer shall strictly execute the criterion on labour quota, it shall not force any employee to work overtime or do so in a disguised form. If the employer arranges overtime work, it shall pay the employee for the overtime work under the relevant provisions of the state.</p> <p>《中华人民共和国劳动合同法》第三十一条：用人单位应当严格执行劳动定额标准，不得强迫或者变相强迫劳动者加班。用人单位安排加班的，应当按照国家有关规定向劳动者支付加班费。</p>

5. Occupational Health and Safety

职业健康与安全

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<p>Business partners observe this principle when they respect the right to healthy working and living conditions of workers and local communities, without prejudice to the specific expectations set out hereunder. Vulnerable individuals such as - but not limited to - young workers, new and expecting mothers and persons with disabilities, shall receive special protection.</p> <p>Business partners shall comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced. The active co-operation between management and workers, and/or their representatives is essential in order to develop and implement systems towards ensuring a safe and healthy work environment. This may be achieved through the establishment of Occupational Health and Safety Committees.</p> <p>Business partners shall ensure that there are systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. They shall take effective measures to prevent workers from having accidents, injuries or illnesses, arising from, associated with, or occurring during work. These measures should aim at minimizing so far as is reasonable the causes of hazards inherent within the workplace.</p> <p>Business partners will seek improving workers protection in case of accident including through compulsory insurance schemes.</p> <p>Business partners shall take all appropriate measures within their sphere of influence, to see to the stability and safety of the equipment and buildings they use, including residential facilities to workers when these are provided by the employer as well as to protect against any foreseeable emergency. Business partners shall respect the workers' right to exit the premises from imminent danger without seeking permission.</p> <p>Business partners shall ensure adequate occupational medical assistance and related facilities.</p> <p>Business partners shall ensure access to</p>	<p>Per rule of the Law of the People's Republic of China on Work Safety Article 17: Production and business units shall have the conditions for work safety as specified by the provisions in this Law and relevant laws, administrative regulations and national standards or industrial specifications. Production and business units that do not have such conditions are not allowed to engage in production and business activities.</p> <p>《中华人民共和国安全生产法》第十七条：生产经营单位应当具备本法和有关法律、行政法规和国家标准或者行业标准规定的安全生产条件；不具备安全生产条件的，不得从事生产经营活动。</p> <p>Per rule of the PRC Labour Law article 54: The employing unit must provide labourers with safe and healthy working environment conforming to the provisions of the State and necessary articles of labour protection, and provide regular health examination for labourers engaged in work with occupational hazards.</p> <p>《中华人民共和国劳动法》第五十四条：用人单位必须为劳动者提供符合国家规定的劳动安全卫生条件和必要的劳动防护用品，对从事有职业危害作业的劳动者应当定期进行健康检查。</p> <p>Per rule of the Law of PRC Occupational Disease Prevention Article 4: The employer shall create the working environment and conditions that conform to the national norms for occupational health and requirements for public health and take measures to ensure that the workers receive occupational health protection.</p> <p>《中华人民共和国职业病防治法》第四条：用人单位应当为劳动者创造符合国家职业卫生标准和卫生要求的工作环境和条件，并采取措施保障劳动者获得职业卫生保护。</p> <p>Per rule of the Law of the People's Republic of China on Work Safety Article 25: Production and business units shall give their employees education and training in work safety to ensure that the employees acquire the necessary knowledge about work safety and are familiar with the relevant rules for work safety and safe operating regulations. Employees who fail to pass the qualification tests after receiving education and training in work safety may not be assigned to their posts.</p> <p>《中华人民共和国安全生产法》第二十五条：生产经营单位应当对从业人员进行安全生产教育和培训，保证从业人员具备必要的安全生产知识，熟悉有关的安全生产规章制度和安全操作</p>

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<p>drinking water, safe and clean eating and resting areas as well as clean and safe cooking and food storage areas. Furthermore, business partners shall always provide effective Personal Protective Equipment (PPE) to all workers free of charge.</p> <p>商业伙伴遵守本原则，在不影响本文所列的具体期望的同时，尊重工人和当地社区的健康劳动和生活条件的权利。脆弱个体例如但不限于年幼工人、孕期及产后妇女、残障人士应得到特别保护。</p> <p>商业伙伴应遵守职业健康与安全法规，或当国内立法薄弱或执行不力时遵守国际标准。管理人员与工人和/或工人代表之间的积极合作是发展和实施一套确保安全和健康劳动环境的体系的关键。可以通过建立职业健康与安全委员会来实现。</p> <p>商业伙伴必须确保落实相关体系以发现、评估、避免和响应潜在的工人健康与安全威胁。他们必须采取有效措施防止工人因工作关系到或在工作期间发生事故、伤害或疾病。这些措施应旨在合理地将工作场所内的固有危害原因降至最低。</p> <p>商业伙伴将寻求改善发生事故时对工人的保护，包括通过强制性保险计划。</p> <p>商业伙伴必须在其影响范围内采取一切适当措施注意其使用的设备和建筑物的稳定性和安全性，包括由雇主提供给工人的居住设施，以及防止任何可预见的紧急情况。商业伙伴必须尊重工人在危险迫近时未经许可离开工作场所的权利。</p> <p>商业伙伴必须确保足够的职业医疗援助和相关设施。</p> <p>商业伙伴必须确保工人得到饮用水、安全清洁的饮食和休息区、以及清洁安全的烹饪和食物储存区。此外，商业伙伴必须免费向所有工人提供有效的个人防护装备</p>	<p>规程，掌握本岗位的安全操作技能。未经安全生产教育和培训合格的从业人员，不得上岗作业。</p> <p>Per rule of the Law of the People’s Republic of China on Work Safety Article 26: Before using new techniques, technologies, materials or equipment, production and business units shall get to know and master their technical properties for safety and adopt effective protective measures for safety, and they shall provide their employees with special education and training in work safety.</p> <p>《中华人民共和国安全生产法》第二十六条：生产经营单位采用新工艺、新技术、新材料或者使用新设备，必须了解、掌握其安全技术特性，采取有效的安全防护措施，并对从业人员进行专门的安全生产教育和培训。</p> <p>Per rule of the Law of the People’s Republic of China on Work Safety Article 27: Workers operating at special posts in production and business units shall, in accordance with relevant State regulations, receive special training in safe operation, and they shall only be assigned to such posts after obtaining qualifications for certificate for operation at special posts.</p> <p>《中华人民共和国安全生产法》第二十七条：生产经营单位的特种作业人员必须按照国家有关规定经专门的安全作业培训，取得特种作业操作资格证书，方可上岗作业。</p> <p>Per rule of PRC Labour Law article 52: The employing unit must establish and perfect the system for occupational safety and health, strictly implement the rules and standards of the State on occupational safety and health, educate labourers on occupational safety and health, prevent accidents in the process of work, and reduce occupational hazards.</p> <p>《中华人民共和国劳动法》第五十二条：用人单位必须建立、健全劳动安全卫生制度，严格执行国家劳动安全卫生规程和标准，对劳动者进行劳动安全卫生教育，防止劳动过程中的事故，减少职业危害。</p> <p>Per rule of the Standard for the design of industrial enterprise Article 7.3.4: The toilet should not be too far from work place, There should be odor-exhausted, fly-proof measures in it. The toilet in workshop should be a water-flushed model, the hand-washing basin and washing dirty pool should be set as well.</p> <p>《工业企业设计卫生标准》GBZ 1-2010 7.3.4 厕所不宜距工作地点过远，并应有排臭、防蝇措施。车间内的厕所，一般应为水冲式，同时应设洗手池、洗污池。</p> <p>Per rule of the Hygienic standards for the Design of Industrial Enterprises GBZ 1-2002 article 6.4.5, clean drinking water facility should be provided in staff lounge.</p> <p>《工业企业设计卫生标准》GBZ 1-2010 6.4.5 应在员工休息室提供干净的饮用水设施。</p> <p>Per rule of the Law of the People’s Republic of China on Work Safety Article 39: No workshops, stores or warehouses where dangerous articles are manufactured, marketed, stored or used may share the</p>

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	<p>same building with the employees' living quarters; a distance shall be kept between the two for the sake of safety. At manufacturing and marketing places and in the living quarters of employees, there shall be exits that meet the requirements for emergency evacuation and are indicated clearly and kept unobstructed. The said exits may not be sealed or blocked.</p> <p>《中华人民共和国安全生产法》第三十九条：生产、经营、储存、使用危险物品的车间、商店、仓库不得与员工宿舍在同一座建筑物内，并应当与员工宿舍保持安全距离。生产经营场所和员工宿舍应当设有符合紧急疏散要求、标志明显、保持畅通的出口。禁止封闭、堵塞生产经营场所或者员工宿舍的出口。</p> <p>Per rule of the Article 5: Principal leading members of production and business units are in full charge of work safety of their own units.</p> <p>《中华人民共和国安全生产法》第五条：生产经营单位的主要负责人对本单位的安全生产工作全面负责。</p>

6. No Child Labour

不雇用童工

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<p>Business partners observe this principle when they do not employ directly or indirectly, children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognised by the ILO apply.</p> <p>Business partners must establish robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker. This principle aims to protect children from any form of exploitation. Special care is to be © Copyright FTA 2014 BSCI Code of Conduct - Public Document V. 1/2014 7/9</p> <p>taken on the occasion of the dismissal of children, as they can move into more hazardous employment, such as prostitution or drug trafficking. In removing children from the workplace, business partners should identify in a proactive</p>	<p>Per rule of PRC Labour Law article 15: Factory shall not employ persons under the age of 16 years. Per rule of Provisions on Prohibition of Child labour Article 11: Whoever abducts a child for use as a labourer, forces a child to work, employs a child to be engaged in work involving radioactive, highly poisonous, inflammable or explosive substances or work of the 4th degree labour intensity as stipulated by the State, employs a child under the age of 14, or causes death or severe injury to a child employed, shall be investigated for criminal liability.</p> <p>《中华人民共和国劳动法》第十五条：禁止用人单位招用未满 16 周岁的未成年人。《禁止使用童工规定》第十一条：拐骗童工，强迫童工劳动，使用童工从事高空、井下、放射性、高毒、易燃易爆以及国家规定的第四级体力劳动强度的劳动，使用不满 14 周岁的童工，或者造成童工死亡或者严重伤残的，依照刑法关于拐卖儿童罪、强迫劳动罪或者其他罪的规定，依法追究刑事责任。</p> <p>Per Rules Prohibiting the Use of Child Labour article 6: Employing units shall return the child to his/her parents' and other guardians' original place of residence within a reasonable period of time. Employing units are entirely responsible for all related transportation, abode and meal expenses.</p> <p>《禁止使用童工规定》第六条：劳动保障行政部门并应当责令用人单位限期将童工送回原居住地交其父母或者其他监护人，所需交通和食宿费用全部由用人单位承担。</p>

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<p>manner, measures to ensure the protection of affected children. When appropriate, they shall pursue the possibility to provide decent work for adult household members of the affected children's family.</p> <p>商业伙伴遵守本原则，不直接或间接雇用完成法定义务教育最低年龄以下的儿童，即不低于15周岁，除非适用国际劳工组织承认的例外情况。商业伙伴必须建立健全的年龄验证机制作为招聘程序的一部分，不得以任何方式降低工人地位或不尊重工人。本原则旨在保护儿童免受任何形式的剥削。解雇儿童时必须予以特别注意，因为他们可能转向危害更大的职业，如卖淫或贩毒。将儿童撤离工作场所时，商业伙伴应以积极态度确定措施以确保保护受影响的儿童。适当时，他们必须尽可能为受影响儿童家庭的成年家庭成员提供参与体面劳动的机会。</p>	

7. Special Protection for Young Workers

保护青年工人

<p>Business partners observe this principle when they ensure that young persons do not work at night and that they are protected against conditions of work which are prejudicial to their health, safety, morals and development, without prejudice to the specific expectations set out in this principle.</p> <p>Where young workers are employed, business partners should ensure that (a) the kind of work is not likely to be harmful to their health or development; (b) their working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programs.</p> <p>Business partners shall set the necessary mechanisms to prevent, identify and mitigate harm to young</p>	<p><u>Per rules Special protection of minors regulations article 3: Juveniles are prohibited to engage in the following scope of work:</u></p> <p>《未成年工特殊保护规定》第三条：用人单位不得安排未成年工从事以下范围的劳动：</p> <p>(1) "Production of dust hazard rating" national standards more than the first class of dust exposed: (一) 《生产性粉尘作业危害程度分级》国家标准中第一级以上的接尘作业； http://www.hrssgz.gov.cn/zcfg/ldaqwsvjc/201103/t20110330_158480.htm;</p> <p>(2) "Toxic grading homework" national standards more than the first class of toxic work: (二) 《有毒作业分级》国家标准中第一级以上的有毒作业； http://www.hrssgz.gov.cn/zcfg/ldaqwsvjc/201101/t20110113_145510.htm;</p> <p>(3) "Above grade homework" national standards for height above the second class homework: (三) 《高处作业分级》国家标准中第二级以上的高处作业；</p>
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workers; with special attention to the access young workers shall have to effective grievance mechanisms and to Occupational Health and Safety trainings schemes and programmes.

商业伙伴遵守本原则，在不影响本文所列的具体期望的同时，确保年轻人不在夜里工作，并避免有损他们的健康、安全、道德和发育的劳动条件。

雇用青年工人时，商业伙伴应确保

(a) 工种不会危害他们的健康或发育；(b) 劳动时间不会影响他们读书，参加由主管部门核准的职业培训，或从培训或指导计划中获益。

商业伙伴必须建立必要机制以预防、发现和减轻对青年工人的危害；要特别注意青年工人必须有的使用有效的申诉机制和参加职业健康与安全培训计划和课程的权利。

<http://www.law-lib.com/law/lawview.asp?id=45465;>

(4) "High-temperature grade homework" national standard of third above the level of the high temperature operation:

(四) 《高温作业分级》国家标准中第三级以上的高温作业；

<http://www.shuyang.gov.cn/shuyangajj/infodetail/?infoId=3c8b0336-e9e4-4af7-bbab-1a0f14a89ec6&categoryNum=008;>

(5) "Physical strength rating of" national standards of physical labor intensity of the fourth class homework;

《体力劳动强度分级》国家标准中第四级体力劳动强度的作业；

(6) With flammable and explosive, chemical burn and burn hot and other high-risk operations;

有易燃易爆、化学性烧伤和热烧伤等危险性大的作业；

(7) Continuous load at six or more per hour and every time more than twenty kg, intermittent weight-bearing each of more than twenty-five kilograms homework;

连续负重每小时在六次以上并每次超过二十公斤，间断负重每次超过二十五公斤的作业；

(8) Work takes a long time to keep their heads down, bending, lifting, squatting and other forced posture and movement frequency greater than fifty times per minute;

工作中需要长时间保持低头、弯腰、上举、下蹲等强迫体位和动作频率每分钟大于五十次的流水线作业；

(9) of boiler

锅炉司炉。

Per rules Special protection of minors regulations article 6: The employing units should be in accordance with the following requirements for minors' regular health check:

(1) Before the worker begins work at the enterprise;

(2) After the worker has worked for one full year; and

(3) When the worker has reached 18 years of age and has not had a physical examination in the previous six months.

《未成年工特殊保护规定》第六条：用人单位应按下列要求对未成年工定期进行健康检查：

(一) 安排工作岗位之前；

(二) 工作满一年；

(三) 年满十八周岁，距前一次的体检时间已超过半年。

Per rules Special protection of minors regulations article 9: The use of underage workers and the implementation of special protection registration system:

(1) The employing units to recruit the use of minors, in addition to complying with the general employment requirements, but also to the location of the labor administrative department at or above the county level shall register. The labor administrative departments according to the "underage workers health examination sheet", "underage workers registration form", issued by the "registration certificate minors."

(2) Minors test "registration certificate minors" Mount guard.

《未成年工特殊保护规定》第九条：对未成年工的使用和特殊保护实行

	<p>登记制度。</p> <p>(一) 用人单位招收使用未成年工，除符合一般用工要求外，还须向所在地的县级以上劳动行政部门办理登记。劳动行政部门根据《未成年工健康检查表》、《未成年工登记表》，核发《未成年工登记证》。</p> <p>(二) 未成年工须持《未成年工登记证》上岗。</p> <p>Per rules Special protection of minors regulations article 10: Juveniles should carry out the related occupational health and safety education, training; minor physical examination and registration of workers by the employing unit, and employing unit should bear the costs of reunification process.</p> <p>《未成年工特殊保护规定》第十条：未成年工上岗前用人单位应对其进行有关的职业安全卫生教育、培训；未成年工体检和登记，由用人单位统一办理和承担费用。</p> <p>Per rule of the Notices of the school students' work-study and Internship program for enterprises in Jiangsu Province Article 3.2: Juvenile students (16-18) cannot work over 30 hours a week, no more than 6 hours a day, and two days off are needed for each week.</p> <p>贯彻省厅、省教育厅《关于规范企业接纳在校学生实习和勤工助学活动的通知》的意见（江苏）3.2：安排学生实习时间一般每周不超过三小时，每日不超过六小时，每周休息两天；</p>
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8. No Precarious Employment

无缺乏保障就业

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<p>Business partners observe this principle when, without prejudice to the specific expectations set out in this chapter, (a) they ensure that their employment relationships do not cause insecurity and social or economic vulnerability for their workers; (b) work is performed on the basis of a recognised and documented employment relationship, established in compliance with national legislation, custom or practice and international labour standards, whichever provides greater protection.</p> <p>Before entering into employment, business partners are to provide workers with understandable information about their rights, responsibilities and employment conditions, including working hours, remuneration and terms of payment.</p> <p>Business partners should aim at providing decent working conditions that also support workers, both women and men, in their roles as parents or caregivers, especially with regard to migrant and seasonal workers whose children may be left in the migrants'</p>	<p>Per rule of PRC Employment Contract Law Article 7: An Employer's employment relationship with an Employee is established on the date it starts using the Employee. An Employer shall keep a register of employees, for reference purposes.</p> <p>《中华人民共和国劳动合同法》第七条：用人单位自用工之日起即与劳动者建立劳动关系。用人单位应当建立职工名册备查。</p> <p>Per rule of PRC Employment Contract Law Article 8: When an Employer hires an Employee, it shall truthfully inform him as to the content of the work, the working conditions, the place of work, occupational hazards, production safety conditions, labour compensation and other matters which the Employee requests to be informed about. The Employer has the right to learn from the Employee basic information which directly relates to the employment contract, and the Employee shall truthfully provide the same.</p> <p>《中华人民共和国劳动合同法》第八条：用人单位招用劳动者时，应当如实告知劳动者工作内容、工作条件、工作地点、职业危害、安全生产状况、劳动报酬，以及劳动者要求了解的其他情况；用人单位有权了解劳动者与劳动合同直接相关的基本</p>

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<p>home towns. Business partners shall not use employment arrangements in a way that deliberately does not correspond to the genuine purpose of the law. This includes - but is not limited to - (a) apprenticeship schemes where there is no intent to impart skills or provide regular employment, (b) seasonality or contingency work when used to undermine workers' protection, and (c) labour-only contracting. Furthermore, the use of sub-contracting may not serve to undermine the rights of workers.</p> <p>商业伙伴遵守本原则，在不影响本文所列的具体期望的同时，（a）他们确保劳动关系不会导致工人的不安全感和社会或经济的脆弱性；（b）劳动的履行建立在认可的成文的劳动关系上，符合国家立法、习俗或惯例和国际劳工标准，以提供较多保护者为准。</p> <p>在建立劳动关系前，商业伙伴应向工人提供有关他们的权利、责任和就业条件的通俗易懂的信息，包括劳动时间、薪酬和付款条件。</p> <p>商业伙伴应旨在提供体面劳动条件，从而同样支持男女工人作为父母或照顾者的角色，特别是子女可能被留在农民工家乡的临时工和季节工。</p> <p>商业伙伴不得利用就业安排故意规避法律的真正目的，包括但不限于（a）无传授技能或转正意图的实习计划，（b）用以降低工人保护的季节性或应急工作，以及（c）劳务性承包。此外，不得利用分包制损害工人的权利。</p>	<p>情况，劳动者应当如实说明。</p> <p>Per rule of PRC Employment Contract Law Article 10: A written employment contract shall be concluded in the establishment of an employment relationship. Where an employment relationship has already been established, but no written employment contract has been concluded simultaneously, a written employment contract shall be concluded within one month from the date of start to use the employee.</p> <p>《中华人民共和国劳动合同法》第十条：建立劳动关系，应当订立书面劳动合同。已建立劳动关系，未同时订立书面劳动合同的，应当自用工之日起一个月内订立书面劳动合同。</p> <p>Per rule of PRC Employment Contract Law Article 16: An employment contract shall be agreed by the employer and the employee and shall come into effect after the employer and the employee affix their signatures or seals to the text of the employment contract. The employer and the employee shall each hold one copy of the text of the employment contract.</p> <p>《中华人民共和国劳动合同法》第十六条：劳动合同由用人单位与劳动者协商一致，并经用人单位与劳动者在劳动合同文本上签字或者盖章生效。劳动合同文本由用人单位和劳动者各执一份。</p> <p>Per rule of PRC Employment Contract Law Article 17: An employment contract shall specify the following matters:</p> <ol style="list-style-type: none"> (1) The name, domicile and legal representative or main person in charge of the Employer; (2) The name, domicile and number of the resident ID card or other valid identity document of the Employee; (3) The term of the employment contract; (4) The job description and the place of work; (5) Working hours, rest and leave; (6) Labour compensation; (7) Social insurance; (8) Labour protection, working conditions and protection against occupational hazards; and (9) Other matters which laws and statutes require to be included in employment contracts. <p>In addition to the requisite terms mentioned above, an Employer and an Employee may agree to stipulate other matters in the employment contract, such as probation period, training, confidentiality, supplementary insurance and benefits, etc.</p> <p>《中华人民共和国劳动合同法》第十七条：劳动合同应当具备以下条款：</p> <ol style="list-style-type: none"> （一）用人单位的名称、住所和法定代表人或者主要负责人； （二）劳动者的姓名、住址和居民身份证或者其他有效身份证件号码； （三）劳动合同期限；

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	<p>(四) 工作内容和工作地点;</p> <p>(五) 工作时间和休息日;</p> <p>(六) 劳动报酬;</p> <p>(七) 社会保险;</p> <p>(八) 劳动保护、劳动条件和职业危害防护。</p> <p>(九) 法律、法规规定应当纳入劳动合同的其他事项。</p> <p>劳动合同除前款规定的必备条款外，用人单位与劳动者可以约定试用期、培训、保守秘密、补充保险和福利待遇等其他事项。</p> <p>Per rule of PRC Employment Contract Law article 19: If an employment contract has a term of not less than three months but less than one year, the probation period may not exceed one month; if an employment contract has a term of more than one year and less than three years, the probation period may not exceed two months; and if an employment contract has a term of not less than three years or is open-ended, the probation period may not exceed six months. An Employer may stipulate only one probation period with any given Employee. No probation period may be specified in an employment contract with a term to expire upon completion of a certain job or an employment contract with a term of less than three months. The probation period shall be included in the term of the employment contract. If an employment contract provides for a probation period only, then there is no probation period and the term concerned shall be the term of the employment contract.</p> <p>《中华人民共和国劳动合同法》第十九条：劳动合同期限三个月以上不满一年的，试用期不得超过一个月；劳动合同期限一年以上不满三年的，试用期不得超过二个月；三年以上固定期限和无固定期限的劳动合同，试用期不得超过六个月。同一用人单位与同一劳动者只能约定一次试用期。以完成一定工作任务为期限的劳动合同或者劳动合同期限不满三个月的，不得约定试用期。试用期包含在劳动合同期限内。劳动合同仅约定试用期的，试用期不成立，该期限为劳动合同期限。</p> <p>Per rule of PRC Employment Contract Law article 20: The wages of an Employee on probation may not be less than the lowest wage level for the same job with the Employer or less than 80 percent of the wage agreed upon in the employment contract, and may not be less than the minimum wage rate in the place where the Employer is located.</p> <p>《中华人民共和国劳动合同法》第二十条：劳动者在试用期的工资不得低于本单位相同岗位最低档工资或者劳动合同约定工资的百分之八十，并不得低于用人单位所在地的最低工资标准。</p>

9. No Bonded Labour

无强迫劳动

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<p>Business partners shall not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour.</p> <p>Business partners will risk allegations of complicity if they benefit from the use of such forms of labour by their business partners.</p> <p>Business partners shall act with special diligence when engaging and recruiting migrant workers both directly and indirectly.</p> <p>Business partners shall allow their workers the right to leave work and freely terminate their employment provided that workers give reasonable notice to the employer.</p> <p>Business partners shall ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse.</p> <p>All disciplinary procedures must be established in writing, and are to be explained verbally to workers in clear and understandable terms.</p> <p>商业伙伴不得从事任何形式的奴役、强迫、抵债、契约、拐卖或非自愿劳动。如果商业伙伴从其商业伙伴从事该等形式的劳动中获益，则前者有受到同谋共犯指控的风险。</p> <p>商业伙伴在直接和间接雇用和招聘临时工时，应特别谨慎。</p> <p>商业伙伴必须给予工人离职和在合理通知雇主后自由终止劳动关系的权利。</p> <p>商业伙伴必须确保工人不会受到不人道或有辱人格的待遇、体罚、精神或肉体胁迫和/或辱骂。</p> <p>所有纪律处分程序必须书面成文，并向工人进行清晰易懂的口头解释。</p>	<p>Per rule of PRC Employment Contract Law Article 9: When hiring an Employee, an Employer may not retain the Employee's resident ID card or other papers, nor may it require him to provide security or collect property from him under some other guise.</p> <p>《中华人民共和国劳动合同法》第九条：用人单位招用劳动者，不得扣押劳动者的居民身份证和其他证件，不得要求劳动者提供担保或者以其他名义向劳动者收取财物。</p> <p>Per PRC Employment Contract Law article 37: An employee may dissolve the employment contract if he notifies the employer 30 days in advance in writing. During the probation period, an employee may dissolve the employment contract if he notifies the employer 3 days in advance.</p> <p>《中华人民共和国劳动合同法》第三十七条：劳动者提前三十日以书面形式通知用人单位，可以解除劳动合同。劳动者在试用期内提前三日通知用人单位，可以解除劳动合同。</p> <p>Per Reply of the General Office of the Ministry of Labour Concerning Certain Questions Regarding the Termination of Employment Contracts by Employees (General Office of the Ministry of Labour Document No. 324 (1995)): Where an employee gives the employer 30 days' prior written notice to terminate the employment contract, obtaining the employer's consent is not necessary. Upon expiry of the 30-day period, the employee may propose completion of the procedures for the termination of the employment contract, and the employer should do so accordingly.</p> <p>《劳动部办公厅关于劳动者解除劳动合同有关问题的复函》（劳办发[1995]324号）：劳动者提前三十日以书面形式通知用人单位，解除劳动合同，无需征得用人单位的同意。超过三十日，劳动者向用人单位提出办理解除劳动合同的手续，用人单位应予以办理。</p> <p>Per PRC Employment Contract Law article 31: An employer shall strictly execute the criterion on labour quota, it shall not force any employee to work overtime or do so in a disguised form. If the employer arranges overtime work, it shall pay the employee for the overtime work under the relevant provisions of the state.</p> <p>《中华人民共和国劳动合同法》第三十一条：用人单位应当严格执行劳动定额标准，不得强迫或者变相强迫劳动者加班。用人单位安排加班的，应当按照国家有关规定向劳动者支付加班费。</p> <p>Article 88 of the Law of the People's Republic of China on Employment Contract: Where an employer:</p> <ol style="list-style-type: none"> (1) Compels an employee to work by use of force, threat or by means of illegally restricting personal freedom; (2) Forces dangerous operations which are in violation of the relevant procedures and are harmful to life;

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	<p>(3) Insults, corporally punishes, beats, illegally searches or detains an employee; or</p> <p>(4) Provides odious working conditions or a severely polluted environment, resulting in serious harm to the physical or mental health of employees it shall be subjected to administrative punishment.</p> <p>Where a crime is committed, (the responsible persons) shall be affixed with criminal liabilities. Where the above cases have caused harm to an employee, the employer shall be responsible for compensation.</p> <p>《中华人民共和国劳动合同法》第八十八条用人单位有下列情形之一的：</p> <p>（一）以暴力、威胁或者非法限制人身自由的手段强迫劳动的；</p> <p>（二）违章指挥或者强令冒险作业危及劳动者人身安全的；</p> <p>（三）侮辱、体罚、殴打、非法搜查或者拘禁劳动者的；</p> <p>（四）劳动条件恶劣、环境污染严重，给劳动者身心健康造成严重损害的。</p> <p>凡构成犯罪的，依法追究负责人刑事责任；给劳动者造成损害的，用人单位应当承担赔偿责任。</p> <p>Per rule of Constitution of the People's Republic of China Article 37. The freedom of person of citizens of the People s Republic of China is inviolable. No citizen may be arrested except with the approval or by decision of a people s procurator or by decision of a people s court, and arrests must be made by a public security organ. Unlawful deprivation or restriction of citizens' freedom of person by detention or other means is prohibited; and unlawful search of the person of citizens is prohibited.</p> <p>《中华人民共和国宪法》第三十七条 中华人民共和国公民的人身自由不受侵犯。任何公民，非经人民检察院批准或者决定或者人民法院决定，并由公安机关执行，不受逮捕。禁止非法拘禁和以其他方法非法剥夺或者限制公民的人身自由，禁止非法搜查公民的身体。</p> <p>Per rule of Law of the People's Republic of China on the Protection of Rights and Interests of Women article 37: Women's freedom of the person shall be inviolable. Unlawful detention or deprivation or restriction of women's freedom of the person by other illegal means shall be prohibited; and unlawful body search of women shall be prohibited.</p> <p>《中华人民共和国妇女儿童权益权益保护法》第三十七条：妇女的人身自由不受侵犯。禁止非法拘禁和以其他非法手段剥夺或者限制妇女的人身自由；禁止非法搜查妇女的身体。</p> <p>Per rule of Law of the People's Republic of China on the Protection of Rights and Interests of Women article 40: Sexual harassment against women is forbidden.</p> <p>《中华人民共和国妇女儿童权益权益保护法》第四十条：禁止对妇女实施性骚扰。</p>

10. Protection of the Environment

保护环境

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<p>Business partners observe this principle when they take the necessary measures to avoid environmental degradation, without prejudice to the specific expectations set out in this chapter.</p> <p>Business partners should assess significant environmental impact of operations, and establish effective policies and procedures that reflect their environmental responsibility. They will see to implement adequate measures to prevent or minimise adverse effects on the community, natural resources and the overall environment.</p> <p>商业伙伴遵守本原则，在不影响本章节所列的具体期望的同时，采取必要措施避免环境恶化。</p> <p>商业伙伴应评估经营对环境的显著影响，并建立体现其环境责任的有效政策和程序。采取适当措施防止或尽量减少对社会、自然资源和整体环境的不利影响。</p>	<p>Per rule of the Environmental Protection Law of PRC Article 19: An environmental impact assessment shall be conducted as legally required in the preparation of a relevant development and utilization plan or the construction of a project impacting the environment. A development and utilization plan that has not undergone environmental impact assessment as legally required may not be implemented. The construction of a construction project that has not undergone environmental impact assessment as legally required may not be commenced.</p> <p>《中华人民共和国环境保护法》第十九条: 编制有关开发利用规划, 建设对环境有影响的项目, 应当依法进行环境影响评价。未依法进行环境影响评价的开发利用规划, 不得组织实施; 未依法进行环境影响评价的建设项目, 不得开工建设。</p> <p>Per Law of the PRC on Prevention and Treatment of Air Pollution article 12: Any unit, which emits air pollutant, must register with the local environmental protection administrative supervise department the emitting facility, treatment facility and the type, quantity, concentration of pollutant. The unit must also provide air pollution prevention and protection technical data and information.</p> <p>《中华人民共和国大气污染防治法》第十二条 向大气排放污染物的单位, 必须按照国务院环境保护行政主管部门的规定向所在地的环境保护行政主管部门申报拥有的污染物排放设施、处理施和在正常作业条件下排放污染物的种类、数量、浓度, 并提供防治大气污染方面的有关技术资料。</p> <p>Per rule of the Law of the PRC on Prevention and Treatment of Water Pollution article 21: Any enterprise, public institution or individual industrial and commercial household which directly or indirectly discharges industrial waste water or medical sewage to waters shall, in accordance with the provisions of the administrative department of environmental protection under the State Council, declare for registration to the administrative department of environmental protection of the local people’s government at or above the county level its facilities for discharging and treating water pollutants as well as the category, quantity and concentration of water pollutants discharged under normal operating conditions, and provide the relevant technical data about the prevention and control of water pollution.</p> <p>《中华人民共和国水污染防治法》第二十一条: 直接或者间接向水体排放污染物的企业事业单位和个体工商户, 应当按照国务院环境保护主管部门的规定, 向县级以上地方人民政府环境保护主管部门申报登记拥有的水污染物排放设施、处理设施和正常作业条件下排放水污染物的种类、数量和浓度, 并提供防治水污染方面的有关技术资料。</p> <p>Per rule of PRC Prevention and Control of Environmental Pollution by Solid Waste Law (1995) Amendment (2005), Article 57: Any unit engaged in the collecting, storage and treatment of hazardous wastes must apply for a</p>

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	<p>license from Environmental Protection Administration at the county level or above. Any unit engaged in exploitation of hazardous waste must apply for a license from the Environmental Protection Administration at the State Council of the PRC or Environmental Protection Administration at Provincial level, Autonomous Regions or Municipalities levels. Detailed administration procedures are regulated by the State Council of the PRC. It is prohibited to operate without a license or not according to license requirements to collect, store, make use of and handle hazardous waste. It is prohibited to provide or entrust a unit to collect, store, make use of and handle the hazardous waste without a license.</p> <p>《中华人民共和国固体废物污染环境防治法》（2005）第五十七条：从事收集、贮存、处置危险废物经营活动的单位，必须向县级以上人民政府环境保护行政主管部门申请领取经营许可证；从事利用危险废物经营活动的单位，必须向国务院环境保护行政主管部门或者省、自治区、直辖市人民政府环境保护行政主管部门申请领取经营许可证。具体管理办法由国务院规定。禁止无经营许可证或者不按照经营许可证规定从事危险废物收集、贮存、利用、处置的经营活动。禁止将危险废物提供或者委托给无经营许可证的单位从事收集、贮存、利用、处置的经营活动。</p>

11. Ethical Business Behaviour

道德的商业行为

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<p>Business partners observe this principle when, and without prejudice to the goals and expectations set out in this chapter, they are not involved in any act of corruption, extortion or embezzlement, nor in any form of bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive.</p> <p>Business partners are expected to keep accurate information regarding their activities, structure and performance, and should disclose these in accordance with applicable regulations and industry benchmark practices.</p> <p>Business partners should neither participate in falsifying such information, nor in any act of misrepresentation in the supply chain. Furthermore, they should collect, use and otherwise process personal information (including that from workers, business partners,</p>	<p>Per rule of the Supreme People's Procurator and the Ministry of public security on the jurisdiction of public security organs filing and prosecution of Criminal Cases Provisions (two) Article 10 [the bride of non-civil servants (Article 163 of the Criminal Law of the People's Republic of China)]: Where an employee of a company or enterprise who, taking advantage of his position, demands money or property from another person or illegally accepts another person's money or property in return for the benefits he seeks for such person, or violating State regulations in economic activities, accepts rebates or service charges of various descriptions and takes money whose amount is more than RMB5,000 into his own possession, shall be filed for prosecution.</p> <p>《最高人民检察院公安部关于公安机关管辖的刑事案件立案追诉标准的规定(二)》第十条 [非国家工作人员受贿案(刑法第一百六十三条)]公司、企业或者其他单位的工作人员利用职务上的便利，索取他人财物或者非法收受他人财物，为他人谋取利益，或者在经济往来中，利用职务上的便利，违反国家规定，收受各种名义的回扣、手续费，归个人所有，数额在五千元以上的，应予立案追诉。</p> <p>Per rule of the Supreme People's Procurator and the Ministry of public security on the jurisdiction of public security organs filing and prosecution of Criminal Cases Provisions (two) Article 84 [duty invasion (No.1 of Article 271 of the Criminal Law of the People's Republic of China)]: A person of a company, an enterprise or any other unit, who takes advantage of his post to illegally take possession of property whose amount is over RMB5,000 of his unit, shall be</p>

BSCI COC BSCI 行为准则	Most relevant National or Province law (where stricter than related national law) 相关程度最高的国家与各省法律（比相关国家法律严格）
<p>customers and consumers in their sphere of influence) with reasonable care. The collection, use and other processing of personal information is to comply with privacy and information security laws and regulatory requirements.</p> <p>商业伙伴遵守本原则，在不影响本章节所列的目标和期望的同时，不参与任何腐败、勒索或贪污行为，或任何形式的贿赂，包括但不限于许诺、提供、给付或收受任何不当钱财或其他好处。要求商业伙伴保存有关其活动，结构和绩效的准确信息，并依照适用的法规和行业惯例予以披露。商业伙伴不应参与该等信息的伪造，或在供应链中的任何失实陈述行为。此外，他们在搜集、使用和以其他方式处理个人信息时（包括来自其影响范围内的工人，商业伙伴、客户和消费者）应予以合理注意。对个人信息的搜集搜集、使用和以其他方式的处理应依照隐私和信息安全法规的要求。</p>	<p>filed for prosecution.</p> <p>《最高人民法院公安部关于公安机关管辖的刑事案件立案追诉标准的规定(二)》第八十四条 [职务侵占案(刑法第二百七十一条第一款)]公司、企业或者其他单位的人员，利用职务上的便利，将本单位财物非法占为己有，数额在五千元至一万元以上的，应予立案追诉。</p> <p>Per rule of the Supreme People's Procurator and he Ministry of public security on the jurisdiction of public security organs filing and prosecution of Criminal Cases Provisions (two)Article 11 [the bride of non-civil servants (Article 164 of the Criminal Law of the People's Republic of China)]: Whoever, for the purpose of seeking illegitimate benefits, gives money or property to any employee of a company or enterprise, if the personal amount involved is more than RMB10,000 or the unit amount involved is more than RMB200,000, shall be filed for prosecution.</p> <p>《最高人民法院公安部关于公安机关管辖的刑事案件立案追诉标准的规定(二)》第十一条 [对非国家工作人员行贿案(刑法第一百六十四条)]为谋取不正当利益，给予公司、企业或者其他单位的工作人员以财物，个人行贿数额在一万元以上的，单位行贿数额在二十万元以上的，应予立案追诉。</p>