amfori BSCI行为守则

本企业同意尊重以下amfori BSCI行为守则列明的劳工守则

amfori BSCI原则

1. 结社自由与集体谈判权
   本企业尊重工人以自由、民主的方式成立工会的权利和参与集体谈判

2. 道德的商业行为
   本企业不参与任何腐败、勒索或贪污行为，任何形式的贿赂

3. 公平报酬
   本企业尊重工人获得公平报酬的权利

4. 不歧视
   本企业会提供平等的机会，不会歧视工人

5. 职业健康与安全
   本企业会确保有一个健康和安全的劳动环境，进行评估风险和采取所有必要的措施以消除或降低风险

6. 体面劳动时间
   本企业遵守有关工时的法规

7. 不雇用童工
   本企业不雇用未满法定工作年龄的工人

8. 保护青年工人
   本企业为未成年的工人提供特别的保护

9. 无缺乏保障就业
   本企业会根据法律聘请工人

10. 无强迫劳动
    本企业不会从事任何形式的奴役、拐卖或非自愿劳动

11. 保护环境
    本企业会采取必要措施避免环境恶化

amfori BSCI实施

1. 遵守
   本企业会根据国家法规和amfori BSCI守则致力保护工人权利

2. 供应链管理与级联效应
   本企业会运用amfori BSCI守则去影响其他商业伙伴

3. 工人参与和保护
   本企业会致力让工人知道他们的权利和责任

4. 申诉机制
   本企业会为员工提供一个能收集投诉和提出建议的系统

www.amfori.org  cn.amfori.org
Our enterprise agrees to respect the following labour principles set out in the amfori BSCI Code of Conduct.

**amfori BSCI Principles**

- **The Rights of Freedom of Association and Collective Bargaining**
  Our enterprise respects the right of workers to form unions or other kinds of workers’ associations and to engage in collective bargaining.

- **Fair remuneration**
  Our enterprise respects the right of workers to receive fair remuneration.

- **Occupational health and safety**
  Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.

- **Special protection for young workers**
  Our enterprise provides special protection to any workers that are not yet adults.

- **No bonded labour**
  Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.

- **Ethical business behaviour**
  Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.

- **No discrimination**
  Our enterprise provides equal opportunities and does not discriminate against workers.

- **Decent working hours**
  Our enterprise observes the law regarding hours of work.

- **No child labour**
  Our enterprise does not hire any worker below the legal minimum age.

- **No precarious employment**
  Our enterprise hires workers on the basis of documented contracts according to the law.

- **Protection of the environment**
  Our enterprise takes the necessary measures to avoid environmental degradation.

**amfori BSCI Approach**

- **Code Observance**
  Our enterprise is obliged to protect workers’ rights as mandated by the law and the amfori BSCI Code.

- **Workers’ Involvement and Protection**
  Our enterprise keeps workers informed about their rights and responsibilities.

- **Supply Chain Management and Cascade Effect**
  Our enterprise uses the amfori BSCI Principles to influence other business partners.

- **Grievance Mechanism**
  Our enterprise provides a system to collect complaints and suggestions from employees.

[www.amfori.org](http://www.amfori.org)