



ARTISTIC MILLINERS COC

Artistic Milliners is the One who has its own CoC for their buyers. It represents the ethical value of business commitment with their honorable buyers.

1. COMPLIANCE WITH LAWS & WORKPLACE REGULATIONS

Facilities will comply with laws and regulations in all locations where they conduct business.

2. PROHIBITION OF FORCED LABOR

Facilities will not use involuntary, forced or trafficked labor. No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

3. PROHIBITION OF CHILD LABOR

Facilities will not hire any employee under the age of 14 or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling. Employers are required to arrange the working hours of adolescents (15 to 18 years) in such a manner so that these are not in conflict with school hours.

4. PROHIBITION OF HARASSMENT & ABUSE

Facilities will provide a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form.

5. COMPENSATION & BENEFITS

Facilities will pay at least the minimum total compensation required by local law, including all mandated wages, allowances & benefits.

6. HOUR OF WORK

Hours worked each day, and days worked each week, should not exceed the limitations of the country's law. The regular work week shall not exceed 48 hours.

Facilities will provide at least one day off in every seven-day period, except as required to

meet urgent business needs.

All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours

7. PROHIBITION OF DISCRIMINATION

Facilities will employ, pay, promote, and terminate workers on the basis of their ability to do the job without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

8. HEALTH & SAFETY

Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities.

Where residential housing is provided for workers, facilities will provide safe and healthy housing.

9. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining. And no one may be compelled to belong to an association.

10. ENVIRONMENT

Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

11. CUSTOMS COMPLIANCE

Facilities will comply with applicable customs laws, and in particular, will establish and

maintain programs to comply with customs laws regarding illegal transshipment of finished products.

12. SECURITY

Facilities will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (i.e. drugs, explosives biohazards and or other contraband).

13. ANTI-BRIBERY / CORRUPTION:

Employees must never ask or encourage a third party to provide a gift or hospitality to them. The impression should never be given that the award of business is conditional on gifts or hospitality. Under no circumstances should gifts of cash be given or received.

14. UNANNOUNCED AUDITS

The suppliers undersigning the CoC must allow unannounced audits by Artistic Milliners or an auditing company hired by AM.

Artistic Milliners (Pvt) Limited
Company Name

Zafar Hussain Qazi – Senior Management Representative

Name & Position in the Company

September 5, 2017

Date, Signatures & Stamp

