CODE OF CONDUCT FOR SUPPLIERS

Introduction

At Mayla we want to ensure that the human rights of the people whose work is contributing to our business are respected. Therefore, we have developed a Code of Conduct, defining our minimum expectations, to protect human rights and to ensure good working conditions.

This Code of Conduct is based on the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, including the conventions of the International Labour Organization (ILO).

By signing our Code of Conduct, our supplier commits to working proactively to meet these requirements within its operations and its supply chain.

I. Compliance with laws

Production units that produce goods for Mayla shall operate in compliance with the laws of their respective countries and with other applicable rules and regulations. Where there are differences between the provisions of this code and national laws or other applicable standards, suppliers shall adhere to the higher or more stringent requirements.

Our requirements may however not be limited to legal requirements.

II. Labour standards

Forced labour
Suppliers shall not use any form of forced labour, including prison labour or bonded labour as defined by ILO conventions 29 and 105.

Suppliers shall not require their employees to pay any kind of deposits, nor may they retain their employees' identity documents.

Child labour
Mayla does not accept child labour.

A child is defined as a person younger than 15 years of age, or as an exception, 14 years of age in countries referred to in article 2.4 of the ILO convention 138. If the national legal age for working is higher than 15 years of age, the supplier must adhere to the higher requirement.

Young employees (in the age of 15-18) shall not perform work which by its nature or the circumstances in which it is carried out is likely to harm their health, safety or morals" (ILO Convention 182).

Suppliers shall not employ young workers under 18 years of age at night, or in conditions which compromise their health, their safety or their moral integrity, and/or which harm their physical, mental, spiritual, moral or social development.

Freedom of association and collective bargaining
All employees must be able to exercise their legal right to form or join a trade union and participate in collective bargaining without threat of reprisal, intimidation or harassment (ILO conventions 87, 98 and 135).

In countries where freedom of association is restricted the company shall strive to create an environment in which the company management and employees can discuss salaries and working conditions in a non-threatening manner.

Discrimination & humane treatment
The employment relationship shall be based on the principle of equal opportunities. There will be no discrimination related to policies of employment termination, wage or employee promotion, regardless of race, nationality, gender, social origin, political views, union membership, religion or handicaps (ILO Conventions 100 and 111).

Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment by the employer will not take place and shall be strictly prohibited.

Living wages & benefits
Suppliers shall pay its employees at least minimum wage or the prevailing industry standard, whichever highest. The amount shall be sufficient to cover basic needs for the employee and their family as well as provide some additional income. (ILO Conventions 26 and 131).

In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate by at least 125%. (ILO Convention 1 and 30).

Suppliers shall provide their employees with paid sick leave, maternity leave annual leave and statutory holidays as required by law or the prevailing industry standard, whichever highest.

To make unfair or illegal deductions from wages or the removal of benefits as a disciplinary measure are not permitted.

Working hours
Suppliers shall set working hours in compliance with applicable laws, and regular working.

Suppliers shall respect that the standard allowable working hours in a week are 48, excluding overtime. Workers shall not on a regular basis be required to work in excess of 48 hours per week.

Employees shall have at least one day off in seven and employees shall be permitted to refuse overtime without any threat of penalty, punishment or dismissal.

III. Working conditions

Health and safety
Suppliers shall comply with applicable laws and regulations and provide the employees with a safe and healthy workplace.

Suppliers shall provide safe and clean conditions in all work and residential facilities and shall establish and follow a clear set of procedures regulating occupational health and safety.

Suppliers shall provide access to adequate medical assistance and facilities.

The employer shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents such as e.g. measures against a possible fire, injuries and protect worker health. (ILO Convention 155).

Implementation of our Code of Conduct

While we expect all our suppliers to meet our Code of Conduct, we recognize that this can be a work in progress.

Clearly communicated roles and responsibilities, implemented policies and routines, along with functioning control systems, is the foundation for a successful implementation of the Code of Conduct and successful business operations.

We encourage our suppliers to implement the Code of Conduct into an existing management system or to introduce a management system in the workplaces being used in the production of goods for Mayla.

Contact us

Mayla would like to know If any of our suppliers are violating any of these codes. Please email us at info@mayla.se in your local language. All information that we receive will be kept in strict confidence and your identity protected.