

Code of Conduct

The Fair Labor Association (FLA) Fair Labor Code defines labor standards that aim to achieve decent and humane working conditions. The code's standards are based on International Labour Organization standards and internationally accepted good labor practices.

At Être Organic Underwear, we are committed to doing the best we can to control, reduce and minimize the impact – on our planet and in the communities where we live and work – made by our products.

The Être Organic Underwear Code of Conduct defines the high expectations we set for ourselves and our suppliers.

Every Être Organic Underwear supplier must follow these instructions as outlined in our Code of Conduct. Our aim is to fairly and consistently assess quality in our supply chain and to strengthen continuous improvement. If we discover a partner is out of compliance with any of these guidelines, we need prompt collaborative corrective action. We reserve the right to terminate business relationships with any supplier who is unwilling or unable to comply with the Code.

We are devoted to applying our Code of Conduct across all aspects of our work, including raw material suppliers and subcontractors, despite the fact there are non-identical legal and cultural environments in which our partners operate. The Code of Conduct provides a framework to rate supplier performance and regulate who we partner with.

Our goal is to have business partners that are already committed to these principles and are themselves in continuing pursuit of improvement. We think that sustainable and responsible practices need to be based on transparency and collaboration. All subcontractors are held to the same standards as those outlined in our Code of Conduct.

If differences or conflicts in standards arise, partners are expected to comply with the highest level that is, when applicable, the most in favor of the employees.

Employment Relationship

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Nondiscrimination

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or Abuse

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.

Forced Labor

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

Child Labor

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Freedom of Association and Collective Bargaining

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Health, Safety and Environment

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. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

Hours of Work

Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. 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.

Compensation

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.