

# GoodWeave's Guidelines

## New Sectors Standard

### Purpose of the guidelines

GoodWeave is an international organisation working to to end child labour in the production stages of different industries and sectors. These guidelines aim to give information on the application of the GoodWeave New Sectors Standard and provide information on the practical implementation of the principles and requirements described in this Standard. They give particular examples drawn from the context of the countries falling within the current scope of this standard (India, Afghanistan and Nepal). This guideline is to be read in conjunction with the New Sector Standard, which will be referred throughout the document as 'Standard'. For any question, please contact [standards@goodweave.org](mailto:standards@goodweave.org)

### Principle A1: No child labor is allowed

**Requirement A.1.1 Children below the age of 14 are not employed or allowed to work. Where the national legal limit or end of compulsory school age is above 14, the higher age limit will be followed.**

Child labour is defined as any work or economic activity carried out by a person below the age of 18 years that is likely to harm their health or development; or would interfere with their education, their attendance at school, their participation in vocational or training programmes approved by the competent authority, or their capacity to benefit from the instruction received. This definition includes the sale, transportation and trafficking of children and all forms of slavery or practices similar to slavery of children.

Child labour often occurs when:

- children are forced to work as bonded labourers to pay off the debts of their parents.
- children are compelled to leave their homes as trafficked child labour to work with distant relatives or agents or others.
- they are children of adult workers who do not regularly attend school and/or who live at the factory site
- they are children of migrant adult workers who do not attend local schools and often end up working alongside parents or elder siblings.
- they are compelled to participate in handwork with family members at home.

GoodWeave distinguishes between child labour and child work. (see definition section in the Standard) Not all work undertaken by children is illegal, unacceptable or harmful particularly in the context of the family unit. Children may appropriately be introduced to the world of work when it does not interfere with their schooling, and overall development, when they are

properly supervised and when they work in acceptable conditions with provision for rest and recreation. Child labour specifically refers to children who are engaged in work that is in violation of the internationally established standards, national laws and the GoodWeave Standard.

The GoodWeave standard states that children below the age of 14 may not be employed or allowed to work. (Where the national legal limit or end of compulsory school age is above 14, the higher age limit will be followed.)

Please find here information on the legal requirements applicable in different countries where GoodWeave operates.

Country	Minimum Age for Regular Work	Minimum Age for Light Work	Minimum Age for Hazardous Work	Source and legal Reference
India	14 years	14 years	18 years	UN Convention on the Rights of the Child, Child & Adolescent Labour (Prohibition) Bill in the Child Labour (Prohibition & Regulation) Act
Afghanistan	14 years	14 years		UN Convention on the Rights of the Child, ILO Conventions Nos. 138 and 182, Afghanistan Labour Code
Nepal	16 years	14 years	16 years	ILO Conventions Nos. 138 and 182, Nepal Child Labour Act

#### **Children and homeworkers**

Homework (see definition section of the Standard) is a common reality in the production of Apparel Jewellery and Home Textiles because of various and complex socio-economic factors.

The Standard requirement A.1.1 describes the exceptional circumstances under which children under the age of 14 may help their parents at home. But children should not spend more than four hours per day on work, or more than eight hours per day on combined schooling and work

Furthermore:

-no children under the age of 12 should be working at home in an economic activity.

- a working child who is not enrolled in a formal school or education program shall always be classified as a child labourer and the homework unit shall be deemed to be non-compliant with the GoodWeave Standard.

Lastly, the most important guiding principle is the best interest of the child, which is to be assessed for each situation.

### **Requirement A.1.2: The age of workers is verified to ensure that no children are employed or allowed to work illegally**

Employers should verify the age of all young workers at the time of hiring. This should be done by requesting a birth registration certificate.

In the absence of a birth certificate, the employer should seek a certificate of age from an appropriate (if possible, governmental) medical authority. The employer is responsible for the charges payable to the medical authority.

The employer should also obtain when possible written approval from the father, mother or guardian of the young worker, and if possible from an official labour office.

In the absence of birth certificate, employers also have procedures for estimating the age of employment for young candidates, such as average height or knowledge of historic events.

Employers can research when classes are held in local schools and ensure that children who have not passed the age of compulsory schooling are not hired.

### **Requirement A.1.3: Processes are in place for remediation where child labor is found**

Should children be found working, GoodWeave inspector will first verify whether the situation is harmful to the child or his/her ability to benefit from education. If the work is deemed physically or mentally demanding, or otherwise interferes with the child's education and/or ability to benefit from it, a remediation plan is immediately put in place, with GoodWeave's and the exporter's support.

This remediation will be based on a right-based approach (children survival and development rights, children protection at every step of the remediation and children's participation rights), and seek the best interests of the child, without discrimination.

Appropriate measures will be taken to remove children from work, return them to their respective families where possible and encourage them to go to school.

Children will be first removed from the work place (with caution that the safety and welfare of the child will be protected by this process). The inspector and the employer will also work with the families to identify additional educational opportunities for the children and to reduce the hours of work. All efforts will be carried out for the rehabilitation of children, including medical, psychological, social, educational and economic assistance, and reintegration in society.<sup>1</sup>

### **Requirement A.1.5. Records are kept of young workers and the work that they do**

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<sup>1</sup>Please find full information in GoodWeave Child Labor Remediation Policy:

<https://goodweave.org/policies-and-procedures/>

A register of all young workers employed at the factory must be maintained, which shows:

- The name and date of birth of each young worker;
- The nature of his/her work;
- The hours and periods of work and intervals of rest to which he/she is entitled;
- The group, if any, in which he/she is included;
- Where his/her group works on shifts, the relay to which he/she is allotted; and
- The number of his/her certificate of fitness.

Young workers must indeed obtain a certificate of fitness to work in a factory, proving that they meet the physical standards to be fit for the work. For this, young workers, their parent/guardian or the factory manager apply to a certifying surgeon who grants the certificate of fitness, after examination.

**Requirement A.1.6 Hazardous work is prohibited for young workers**

Work is considered as hazardous when, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of the young worker.

More specifically, young workers shall not:

- lift, carry or move more than the maximum allowed load (25 Kg for young male, 20kg for young female)
- operate dangerous machinery, equipment and tools
- handle chemicals
- work in awkward positions
- work in repetitive movements
- work in inadequate lighting, temperature, noise levels or vibrations
- work in confined space
- work long hours (see below)

Regarding working hours for young workers, the following national provisions must be met:

	<b>Afghanistan</b>	<b>India</b>	<b>Nepal</b>
Weekly hours	Max 35 hours	Max 36 hours	Max 36 hours
Daily hours	Max 4 hours	7 hours with one hour of compulsory break after 3 hours of work	Max 6 hours
Night work	Prohibited	Prohibited (between 7pm and 8 am)	Prohibited (between 6pm and 6pm)
Other	Prohibited: Overtime work, work during public holiday. Work requiring travel	One rest day per week	Half hour break for every 3 hours of consecutive work On rest day per week

The prohibitions described in the requirement A.1.6 should not be confused with minimum age standards. Companies are expected to comply with minimum hiring ages (as explained

in question in the question on minimum ages), regardless of whether the work to be performed is harmful or not.

## **Principle A2: No forced or bonded labor is allowed**

### **A.2.1. Workers are not forced or otherwise compelled to work**

Forced and bonded labour can occur under many different types of situations; consequently there are many possible indications that suggest bonded labour may be taking place in different regions and industrial contexts.

Producers must refrain from using any form of physical or psychological measures to prevent workers from leaving employment. This includes any threat of penalty (physical threats or punishment, monetary fines, abuse, harassment, etc.) against the workers for leaving employment or for working for another employer. Examples of such penalties may include: Physical: Beating, throwing objects on someone to hit or hitting, asking to stand or run as a punishment, not allowing breaks or not providing/not allowing the worker to take meals, etc

Workers may not be recruited using loans or advances to their families that pressure workers, namely young workers to remain in employment to pay off family debt. As noted in the definition of bonded labour, loans or advances in themselves are permissible. However, the employer must ensure that the terms and conditions of work allow the worker to pay off the debt within a reasonable amount of time (and thus to leave work, if desired, without penalty) without the assistance of children or other family members who are not part of the regular workforce. This applies also to seasonal workers who must not be bonded to return the following season to their employer because of advances of debt they would have taken from their employers.

Workers must also not be required to pay a deposit or to give their original documents (e.g. identity papers, citizenship cards, land deeds, birth certificates) to the employer to be withheld as collateral, which leaves the workers in a position of vulnerability and restricts their freedom to leave employment. In addition, such practices create a potential for abuse as the employer might refuse to return the collateral to the worker.

### **A.2.3 Producers do not restrict the movement of workers**

Producers must not restrict the movement of workers and allow workers to leave work premises at any time after a standard work day. A standard work day is 8 hours (48 hours per week), while additional working hours are considered overtime.

Workers must not be retaliated against or penalized for refusing to work overtime hours.

The specific start and end time of day may vary, provided it is understood and agreed between the employer and workers. In addition, employer maintained facilities such as factories must have unobstructed exits from the workplace both at the end of the work day as well as during the work day for breaks (i.e. factory doors may not be locked preventing workers from leaving the facility).

#### **A.2.4 Employment agreements or contracts are provided in the most suitable form for the situation**

Producers must have a written agreement with the workers on the terms and conditions of work. This agreement includes nature of work, remuneration (e.g. piece rate), payments (period, day and method of payment), working hours, rest days/holidays and any other benefits, which do not contradict the provisions of the GoodWeave standard or the local law. If a loan or advance is given, then the amount and terms of repayment must also be agreed upon.

For homeworkers, the agreement may not present all elements described above, but should at least be in a written form and comprise two signatures, one for the worker and one for the employer. If possible, the agreement must comprise objective reason for finished goods acceptance/rejection and maximum delays for payments. The employer must make sure that homeworkers understand the terms of the contract and agree to them before they start working.

The employer must keep other available documentation of the agreement e.g. general terms and conditions such as standard piece rates or publicly displayed job descriptions, pay records, etc. These records will be compared with the worker interviews to verify whether workers and employers have a common understanding of the agreement to the terms and conditions of work. Examples of written employment agreements/letters as well as the related personnel and payment records are available to producers in the GoodWeave Producer Support Toolkit

It is important that the agreement is made explicitly and directly between the employer and all the individual workers, including if the work is done in a team. This practice ensures that every worker understands the terms and conditions of work to which they are agreeing

#### **A.2.5 Workers are not bound to the job through their debt**

The debt incurred through advances or loans must not be used to bond or force workers into employment through terms of repayment that prevent the worker from leaving work after a reasonable period, as agreed with the worker in advance. For the purposes of GoodWeave certification, a “reasonable” period for paying off a loan or advance through labour is understood to be no more than 6 months. However, it is recommended that employers ensure the amount and the terms of repayment of advances are such that they can be paid off within less than 3 months to minimise the risk of a worker being forced into a continuous cycle of debt

The producer shall not provide loans to workers with interest rates at a level which leaves them in difficulty of repayment and binds them to the job. The maximum interest rate given must be consistent with the guidelines mentioned above, i.e. it must be possible to pay off the advance within a maximum of 6 months (preferably within 3 months) without working overtime hours or involving assistance of other workers/family members who are not covered under the working agreement, such as children.

Wages shall not be withheld nor workers forced to work as a payment against a debt to the employer. All earnings must be paid in full (after deductions, if any) on a regular basis as per the agreed terms and conditions of work. Workers must also not be restricted to only being allowed to pay back debt through working for the creditor, i.e. if they so choose a worker may be allowed to pay back the remaining amount in cash

obtained through other means such as working for a different employer. If agreed in advance with the worker, deductions from wages against an advance are permissible, provided these deductions do not constitute a majority of the wages paid (it is recommended no more than 25% of monthly earnings) and are allowed by law. In addition to deductions for advances, there are other legally allowed deductions which vary by country<sup>2</sup>. Examples of deductions not allowed by law include: production losses, commissions paid to labour contractors, additional deductions not outlined on the employment contract.

Payments in-kind are only permissible when they constitute partial payment for work performed and are allowed by law. Such payments must be correctly valued and appropriate for the use of the worker and his/her family. For example, payment in-kind could include provision of housing, meals or transportation. In the textile industry it is not customary for such in-kind benefits to be deducted from wages, and thus are generally not included in the calculation of total wages earned. However, if an employer does include in-kind benefits/payments to workers in the calculation of advances or loans, this is only permissible if it is agreed in advance with the worker; it only constitutes partial payment for the work performed, i.e. does not eliminate the repayment of a workers' debt from his/her labour; It is a benefit and value to worker for themselves or their family's personal use; It meets minimum standards for decency such as privacy and safety in the case of accommodation, or nutritional value of meals, as determined by the workers; its value does not exceed cost to employer (which prevents employers from profiting on providing in-kind benefits); Its value does not exceed replacement cost to worker if s/he had to purchase it (which helps ensure that the value used is "fair and reasonable" to workers).

Equipment and materials required for work, such as tools or protective clothing, are not considered as in-kind benefits, as these items are an obligation of employers to provide.

## **Principle A3: Conditions of work are documented and verifiable**

### **A.3.1 Producers disclose a fully traceable supply chain for all production processes**

Producers are asked to provide complete lists of their production sites and those of their respective sub-contractors. Each tier of sub-contractors is required to provide this information, so that facilities of all levels in the supply chain are known. This includes manufacturing factories, processing factories, tiers-2 factories ( fabric and yarn) and home weaving.

To reflect the business reality and the constant evolution of commercial partnerships in the sector, the list should be updated every 3 months. If this is not possible, Goodweaves requires a biannual update.

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<sup>2</sup> For example these may include social security, provident fund contribution, unemployment insurance, government medical insurance, union fees as permitted in writing by workers, tax liabilities, e.g. statutory income taxes deductions, voluntary deductions such as personal savings accounts/funds or voluntary, health insurance contribution, other liability to third party such as bank loan instalment for which employee has consented when employer has been guarantor for the loan

The licence holder can (but is not obliged to) publish this list. Business confidentiality and data protection of suppliers and workers shall be protected.

The lists should provide the following information:

- Full name of all authorized production units and processing facilities
- Site addresses
- The parent company (the company that has majority ownership or control) of the business at the site.
- Type of products made
- Worker numbers at each site
- For homeworkers: Name, address, family members (and number of children)

### **A.3.2 All production sites are registered**

All production sites ( including homesites/households) must be registered with GoodWeave, for transparency on the supply chains and to be able to monitor all sites' compliance with GoodWeave's standard. In practice, supply-chain information will routinely be checked during inspection process,

which includes cross-checking information with sub-contractors, workers and members of the community, as applicable, in order to confirm that all production sites have been registered with GoodWeave.

### **A.3.3 Access is provided to relevant documentation and personnel during verification visits**

The license holders and their sub-contractors must willingly provide access to the facilities, workers, and any information necessary for undertaking audits and unannounced inspections.

They should not to obstruct the audit or inspection process or impede access to production sites or access to workers for confidential interviews

Specifically, each supplier must:

- Provide immediate and unhindered entry for audits and inspections of all activities within the facility premises;
- Provide requested information including any applicable: worker employment data, wage records, attendance records, warehouse or shipping data, or other documents that indicate workplace standards and production capacity;
- Co-operate with approved inspectors (do not verbally or physically threaten, abuse or otherwise interfere with the work of inspectors);
- Provide access to all workers for confidential interviews; and
- Allow photos and video to be taken of the facility by GoodWeave inspectors and its other approved personnel to document any non-compliances

During inspections, the license holders and their sub-contractors will allow access to relevant documentation related wages, working hours, working environment (health and safety),

### **A.3.4 Access is provided to facilities for unannounced inspections by GoodWeave**

For unannounced inspections, no prior notice is sent.

The license holder and their subcontractors are advised to brief their organization and suppliers in advance on unannounced audit eventualities and procedures.

During an unannounced audit, the auditors arrive onsite, present their identification, explain the approach to the senior management.

The licence holders and their subcontractors allow access to the manufacturing sites, to relevant documentation, and to workers when individual interviews are deemed necessary. To conclude, the assessors will provide a brief closing meeting and may provide details of the findings.

## PROGRESS PRINCIPLES

### Principle B1: No Discrimination is practised

**B.1.1 No discrimination is practised on the basis of race, colour, caste, national origin, social extraction, religion, education level, gender, age, marital status, sexual orientation, pregnancy, childbirth, disability, disease, union membership, political affiliation.**

Discrimination occurs whenever a company policy, practices or procedures targets, treats differently or negatively impacts a particular group of people because of a distinguishing personal characteristic.

To avoid this, the license holder and their subcontractors must set up a clear non-discrimination policy (and related procedures) making sure that following employment decisions are based on objective criteria, such as workers' skills, qualifications and experiences.

- Hiring
- Job allocation
- Remuneration
- Access to employment benefits
- Access to training
- Advancement and promotion
- Dismissal
- Discipline
- Retirement

Personal irrelevant information must not be seek from candidates and employees (such as religion, creed, caste, person origin, family circumstances, parent's occupation) when the information is unrelated to the functions of the position. <sup>3</sup> In details, applicants must not be asked questions regarding their marital status, intent to have children, or number of dependents (which is sometimes used as a method to avoid hiring women). Applicants or employees must not be required to take pregnancy tests, get abortions, or sign agreements not to become pregnant. Job descriptions must be clearly defined and only refer to requirements that are necessary to perform the job functions. They must not refer to irrelevant characteristics and must not contain criteria that discriminate against certain groups.

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<sup>3</sup> There are a few exceptions where personal information is legitimately requested and used by employers, for instance when the company has policies for special measures on positive differential treatment of discriminated group

Allocation of labour functions/occupations must be based on objective criteria and relevant qualifications. Workplace expectation must be clearly communicated to all employees. Employee compensation must be based on the concept of equal work for equal value, and differences in rates of remuneration between workers must correlate specifically to objective job criteria. Reasonable accommodations must be made for disabled workers. Employment benefit (sick leave, holiday, housing, health care, transportation etc.) must be granted in a non-discriminatory manner.

Lay off, recall and termination procedures must be fair and transparent, with a policy explaining the grounds of potential discipline, or dismissal. Dismissals due to layoffs due to company's poor economic performance or merger/takeovers must not selectively target marginalized groups of employees. Homeworkers may not lose their jobs without written reasons and can always bring a complaint to the grievance mechanism body (see Standard requirement A.2.2)

*India, Nepal and Afghanistan have ratified the following conventions relevant to discrimination: International Convention on Civil and Political rights, International Convention on Economic, Social and Cultural Rights, Convention against Racial Discrimination, ILO Discrimination (Employment and Occupation) Convention (C111:1958)*

Access to training opportunities must be equitable and not prevent advancement of workers from marginalized groups. Managers must be trained on non-discriminatory policy and practices.

Furthermore, the work environment must be culturally sensitive and non – discriminatory. Benefit and vacation policies must allow for the observance of different cultural/ religious holidays, even for cultures which are in minority in the region. Training programmes are culturally appropriate, gender neutral, and respectful of diversity. Training manuals and company literature must not use examples or illustrations that stereotype or categorise any groups of people. Employees must be allowed to dress in traditional cultural garments if the clothing is appropriate for business and does not increase the risk of accidents in the workplace.

In case of strong cultural/religious tensions in the external environment, special measures may have to be taken by the license holders and its subcontractors to create an environment of trust and inclusion and avoid the rising of conflicts in the workplace.

In case of endemic problem of discrimination in the region (against women, disabled, indigenous, ethnic and religious minorities) the license holder may develop a specific policy and measures targeting traditionally discriminated groups.

## **Principle B2: Freedom of association and collective bargaining are recognised**

### **B.2.1 All workers have the right to join or form trade unions and to bargain collectively**

Workers must be allowed the freedom to associate with organisations of their choice for the purpose of protecting their employment interests.

Producers should not discriminate against workers in retaliation for exercising employee rights, submitting grievances, participating in union activities, or reporting suspected legal violations. In certain cases, union members may face an increased risk of physical or verbal harassment by the non-union members in the workplace. In such circumstances, producers are required to take special measures to secure an environment conducive to the realisation of the right to freedom of association.

Homeworkers enjoy the same rights of association and are given the opportunity to elect a representative specifically for themselves. There are furthermore a growing number of home-based worker organizations and regional networks which they can join to protect their specific rights.

When state law does not allow the right to unionise and bargain collectively, or when only state-controlled organisations are allowed, producers still have an obligation to respect the right of workers to assemble and associate independently and must ensure that other forms of workers meetings and representation are allowed. In addition, producers must take measures to ensure open channels of communication and negotiation between management and workers concerning all work-related issues.

### **B.2.2 Producers communicate their right to association to workers and maintain an open attitude towards the unions/workers associations**

Producers do not use undue influence, employee transfers, or other coercive tactics to improperly interfere with the ability of workers' representatives to effectively negotiate on behalf of its members during the bargaining process. They do not use military actors to discourage strikes, intimidate workers, or interfere with the exercise of employee rights

Producers must respect the role of unions/workers' organisations and allow them to function independently without interference. They must hold regular consultations with authorised workers' representatives concerning working conditions, remuneration, dispute resolution, internal relations and matters of mutual concern. They must make copies of the current collective bargaining agreements available to workers' representatives so that the terms to be negotiated are easily accessible.

Producers also allows worker representatives reasonable access to the company documentation and to the employees, as needed to fulfill their duties. They must also provide reasonable notice of impending changes in operations that will affect employment, such as anticipated mergers and layoffs.

## **Principle B3: Health and Safety**

### **B.3.1 Risk assessment, training and PPE**

Producers must provide safe and healthy working facilities and take appropriate precautionary measures to protect workers from work-related hazards and anticipated dangers in the workplace.

When doing the risk assessment, producers:

- identify work processes and task which have the potential to cause harm
- identify workers who may be exposed to the hazards
- evaluate the likeliness that the hazard can lead to harm or injury, how severe that injury is likely to be
- consider what control measures are in place and whether they are sufficient
- focus on collective protection and preventative measures
- use workers' knowledge to ensure hazards are spotted and workable solutions implemented

Reasonable responses to dangers could include the increase of lighting on the premises, the installation of video cameras, the installation of property fencing, the increase in the number of unarmed security guards, or even the suspension of operations – in the most extreme cases – for as long as is necessary to remedy the problem. If an unanticipated danger is identified, producers must act swiftly to remedy the defect and institute a prevention plan to deter future incidents.

The health and safety standards are made available to workers in a language they understand.

Accidents are documented and processes are adjusted to prevent recurring problems. Producers routinely monitor their production processes, machinery and equipment to ensure that they are safe and in good working order

Producers provide personal protective equipment (PPE) to workers free of charge and ensures that workers are trained and use the equipment properly.

Visible signs are posted in the work place displaying appropriate PPE required for each work place or working area. PPEs gloves, safety glasses and shoes, earplugs or muffs, respiratory protection, etc. Equipment that is worn out or damaged must be replaced free of charge

#### ***Main H&S risks and precautions in textile production***

*Many textile machines may contain dangerous and rapid moving parts and some processes may use machinery using steam and high temperature. In these cases such machines must be fitted with guards and Steam pipes and high-temperature equipment must be insulated and protected.*

*Textile processes may produce significant quantities of dust, making eye and respiratory protection necessary.*

*Equipment for dyeing and washing must be designed to avoid scalding with hot liquids by safety locks to prohibit accidental opening. Stenters must be fitted with equipment to reduce the volatile emissions and odours in the exhaust gases*

*Chemical safety is also key in this sector*

### **B.3.2 Safety, security and evacuation procedures**

First aid kits must be quickly accessible at all times.

There are fully functional fire extinguishers and fire escapes on all workplace premises.

If producers use uniforms or other works specific clothing, they provide suitable facilities for changing, storing, and drying their clothing.

The workplace has sufficient and suitable ventilation, with fresh or purified air, appropriate for the climate.

Workers must not be exposed to noise which is so loud that they have to shout to communicate with a person standing 0.5-1 metre away.

Trainings can be provided regarding these aspects

## Principle B4: Working hours, Wages and Benefits

Workers wages must enable them to meet the basic needs of themselves and their dependants, as well as provide some discretionary income.

When minimum wages are fixed by national law, GoodWeave demands that this minimum is met. Piece-rate payment structures must be closely evaluated to ensure that the total salary paid meets minimum wage requirements of the workers; that the price per piece is not too low; and the production expectations are not too high so that workers are required to work extra unpaid hours to meet the demands. Piece-rates should also include a premium to cover the costs of production absorbed by the homeworkers (workplace, equipment, utilities, and transport).

When possible, the employer must also seek to pay a living wage that will ensure an adequate standard of living for all its workers and their dependants, which not only includes food, housing and water, but also education and disposable income. Living wage calculations are available per sector and region.

Producers must grant all workers paid annual holiday and sick leave according to local laws. ILO standards require all employees to be granted a minimum of no less than three weeks of holiday per year. In relation to maternity leave, it is recommended that the company work toward granting its employees a minimum of 14 weeks of maternity leave, or more if provided for by national legislation. The entire maternity leave should not automatically apply only to the mother. Working mothers who are nursing infants should be allowed to take regular short breaks to feed their child

Producers must comply with national legislations regarding working hours.a

In any case:

- the work-week must be limited to 48 hours
- the number of hours per day must be limited to 8
- overtime must be voluntary and not exceed 12 hours per week
- weekly rest periods must not be less than 24 consecutive hours of rest in every seven day period of work.
- workers must be allowed to have regular breaks during working days

## Principle B4: Environmental Impact

Dyes and chemicals as referred in international lists are eliminated, as they are likely to cause:

- carcinogenicity
- mutagenicity
- dustiness
- risk of respiratory problems
- risk of allergies

If producers uses wet processing (e. g., desizing, bleaching, mercerizing, dyeing, printing) waste water is treated to prevent ground water pollution and measures are taken for reduction of water consumption.

Producers do not reuse empty hazardous chemical containers for water or food storage. Empty containers are triple rinsed, punctured and stored while awaiting disposal. All waste equipment that has been in contact with pesticides or hazardous chemicals is cleaned and stored in a proper way.

Producers measures energy consumption and GHG emissions and develop a plan for reduction and recovery.