



Code of Practice Code of Practice

June 2011



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Next is a member of the Ethical trading Initiative

The Code

Next seeks to ensure that all products bearing the Next Trade Mark are safe, produced in a clean and safe environment, and in accordance with all applicable local legislation and will make every effort to work with suppliers in order to reach the standards set out in this code. Suppliers are expected to comply with the relevant national laws, industry or collective agreements and the specific terms of the Next Code of Practice.

The Code of Practice is a tool that assists us in selecting and retaining suppliers. As guiding principles, they help identify potential problems so that we can work with our suppliers to address issues of concern as they arise.

These standards are an integral part of our business, we measure ourselves by these values and we measure our business partners in the same way. We expect our business partners - suppliers, contractors, subcontractors and other contributors in our supply chain, to share and apply these values. To be law abiding as individuals and to comply with local legal requirements in the conduct of all their business activities. It is also the supplier's responsibility to ensure that where local legislation sets higher standards than those set within this code that they meet those legislative requirements.

This code should be seen as a complement to, rather than a substitute for, collective bargaining or official regulation, and the implementation of this code must be sensitive to the rights and livelihoods of the workers it is aiming to protect.

Code Principles

The principles of our code are drawn from core ILO conventions and accompanying recommendations and is aligned to the ETI Base Code.

1. No Forced Labour - Employment is freely chosen

There must be no form of forced labour, whether it be involuntary prison labour, indentured labour, bonded labour or otherwise. No employee should be obliged to work through force, financial pressure, intimidation or any other means.

2. Freedom of Association

The supplier must recognise and respect the right of the employee to join and organise associations of their own choosing and to bargain collectively. Where law restricts the right to Freedom of Association and collective bargaining suppliers must not obstruct parallel means for free association and collective bargaining.

3. Health and Safety

Suppliers must provide their Employees with a safe and healthy working environment and continue to work towards preventing work-related accidents and maintaining the welfare and safety of their Employees.

4. Child Labour

Suppliers must not employ children who are less than 15 years old or less than the legal minimum age in the country of manufacture. Where local law sets the minimum age at 14 years, under ILO convention 138 in accordance with developing country exceptions, the lower will apply.

5. Wages & Benefits

Employees wages should be enough to meet the basic needs of employees and provide for some discretionary expenditure. In all cases, wages must equal or exceed the minimum wage required by law or the industry benchmark standard, whichever is higher and include all legal benefit entitlements.

6. Hours of Work

The normal working hours should not exceed 48 hours per week and must comply with national laws or the benchmark industry standards, whichever offers greater protection. Overtime working shall be voluntary, should not exceed 12 hours per week and will not be demanded on a regular basis. Employees must be compensated for overtime 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.

7. No discrimination is practiced - Equal Opportunities

All employees shall be afforded equality of treatment. Next recognises and respects cultural differences, it will seek and identify suppliers who employ individuals based on their ability to do the job, irrespective of their gender, race, colour, language, nationality, ethnic or social origin, religious beliefs, political opinion, marital status, disability, property, age, sexual orientation or union membership. Health screening for the purposes of recruitment shall not be undertaken, unless otherwise required by law.

8. Regular Employment is provided

Wherever reasonably practicable all workers should enjoy security and stability of employment and regularity of income. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided.

9. Treatment of Employees & Employee Communication

Employees must be treated with respect, dignity and a workplace free of harassment, abuse, degrading treatment. No employee will be subject to physical, sexual, mental or any other form of abuse or harassment, or corporal punishment.

10. Management Systems

Suppliers should develop and implement an effective management system demonstrating compliance with Code of Practice standard requirements and all local labour, health, safety, welfare and environmental, requirements.

The system should promote fair hiring practices and effective grievance and disciplinary practices, and include management of employee compensation, performance evaluation, employee development and training, worker turnover, worker participation and industrial relations. The system should incorporate effective H&S and Environmental management to address operational and environmental risks in the workplace

Suppliers must develop an internal self assessment system monitor and maintain compliance to the Code of Practice and legislative requirements.

Where a supplier wishes to use subcontractors or outworkers for Next production then this must be approved in advance by Next. It is the supplier's responsibility to ensure and provide evidence that any subcontractor or outworker used, conform to the standards outlined in this code.

Implementation of and compliance with the Code of Practice is a condition of business for all Next suppliers. Next will continue to work with suppliers who strive for continuous improvement of standards in the workplace. Where violations of the Code of Practice are found and corrective actions are not implemented, business will be reviewed and ultimately disengagement may ensue.