

LIME
CSR STANDARD

Introduction

Introduction

The sustainable cooperation is a new important way of thinking in the textile industry. It will mainly secure to keep a high standard for the product but also secure a ethical high standard for workers and working procedures. Sustainable cooperation will automatically secure the environment and the resources in it.

It is important, as it will represent the future textile industry for many decades. Sustainable cooperation will secure our future and the market!

“Sustainable solutions are product, service or system solution, that are economically profitable and reduce negative impact on the society and the environment”.

For sharing these values with our suppliers we created a Code of Conduct to define our requirements for a close relationship with our partners. It is important for us that our suppliers and sub suppliers are sharing these values and understand our mission to create a better future and to help improving the harmful supply chain of textile production. The Code of Conduct is based on the UN Global Compact, the ILO Conventions (International Labour Organisation) and the local laws.

Our strategy is to find partner who are going in the same direction, who are interested in long term relationships to develop a close working condition for enabling the code of conduct implementation based on a shared value.

We start with a self-assessment to have an overview of the working conditions, environmental performance and management systems to evaluate the further process.

Together with the self-assessment we send out our Code of Conduct.

After receiving the self-assessment we evaluate if the supplier is an interesting new partner for us. By a positive decision we ask for a meeting and explain our procedure in person and have a look to the factory site and the surrounding.

If we agree on a business relation our auditor will conduct the audit to evaluate the suppliers performance from a external professional perspective and do employees interviews.

The supplier can use their grade for international marketing. The grade and performance overview can be published on the LIME DENMARK webpage. The LIME CSR Standard is a reliable tool which can promote your sustainable and environmental performance.

Confidential data will not be published and the whole process will be in mutual understanding and towards a strong close relationship.

We are happy to work with you and welcome you onboard our new CSR Standard.

LIME
CSR STANDARD

CODE OF CONDUCT

Code of Conduct

LIME 's corporate social responsibility management (CSR) is defined in the Code of Conduct. We believe that fair Labour, management and environmental practice is important for sustainable business and we prefer to work with suppliers who have the same understanding and values.

Our strategy is to find partner who are going in the same direction, who are interested in long term relationships to develop a close working condition for enabling the code of conduct implementation based on a shared value.

Apart from our Code of Conduct we are auditing our suppliers according to our requirements and grade their performance in the evaluation system.

We developed main requirements which needs to be fulfilled and basic requirements, which can be improved.

We developed 12 principles, which are based on the 10 UN global compact and the ILO conventions and added principle to emphasise our work way.

Code of Conduct	1
Labour practice	2
1. Principle: Occupational Health and Safety at workplace	2
Occupational Health and Safety at dormitories	3
2. Principle: Work hours	4
3. Principle: Overtime	4
4. Principle: Wage and benefits	5
5. Principle: Forced Labour	5
6. Principle: Discrimination	6
7. Principle: Harassment and abuse	7
8. Principle: Child Labour	7
9. Principle: Freedom of association and right to collective bargaining	8
Management system	8
10. Principle: Management practice	8
Environmental performance	9
11. Principle: Hazardous chemicals, discharge and emissions	9
12. Principle: Animals treatment	11

Labour practice

1. Principle: Occupational Health and Safety at workplace

Criteria:

Occupational health and safety requirements ask for a safe and healthy workplace with clean dormitories, canteens and toilets and clear marks for fire extinguisher and exits, eliminating hazards and provide safety training for all personal.

Indicators

The company should:

- provide a safe and healthy workplace environment and prevent potential health and safety incidents and occupational injury or illness arising associated with or occurring in the course of work.
- eliminate hazards in the workplace and its environment.

- provide personal health and safety training in a regular basis to raise awareness of health and security issues. Further job-specific training is needed for each worker also reassigned personnel.

Personal working with hazards should be prepared with protective equipment. Store all flammable, combustible or hazardous chemicals and materials properly and safe and inform the workers.

The company is forced to pay for the workers health and social insurance. This payment cannot be deducted from the workers salary. The insurance should cover work related injuries and illness as well as maternity and sick leaves. In case of work-related injury the company should provide first-aid and assist the worker in following up medical treatment.

Provide workers with easy access to food, sanitary food storage, fresh, clean, potable water, toilet and bath facilities and medical aid.

On every floor drinking water should be available for every worker and should meet the quality standards for hygiene.

Provide workers with clean canteen or dining areas equipped with cooking stoves, refrigeration, adequate counter space for food preparation and hot and cold running water. These areas need to be clean, hygienic and available for every worker. Provide clean sanitary facilities with separate facilities for men and women.

Keep the stairs, aisles and exits free of any stock or materials so the workers can exit freely and nothing keeps them away from escaping in case of serious danger.

The factory should be free from dust, dirt, clutter and litter, so the workers can move freely. Keep roofs and roof drains clean and unclogged so the water can run easily through and don't leak inside the building.

Ensure that all workstations have adequate body positioning, lighting, air, ventilation and tolerable temperatures at all times.

Provide fans or heaters where required.

Provide all workers with information in their local language about the health and safety standards relevant to their activities that includes the effects of chemicals and substances used in manufacturing processes, lists potential hazards and explain what measures are available to protect workers.

Verification:

Document about health information for the workers.

Document the status of health and safety issues and plans for improvements in an annual written report.

Set up a routine for regular cleaning of the heating, ventilation, and/or air conditioning system.

Insurance documentation needs to be included in the contract of the workers.

(Turkish Labour Law 4857, Article 77 health and safety training, Chinese Labour Law, Article 55)

Occupational Health and Safety at dormitories

Criteria:

Equip housing facilities and dormitories with conditions similar to those required in the workplace with regard to cleanliness and health and safety arrangements.

Indicators:

Ensure that housing facilities meet national standards for living facilities.

Equip dormitories with safety lockers.
 Provide all workers with their own individual bed.
 Do not place restrictions on the workers' right to leave the dormitory outside of work hours.
 Ensure that dormitories are in compliance with local and national housing laws and/or occupancy requirements, in addition to health and safety laws.
 Keep roofs and roof drains clean and unclogged so the water can run easily through and don't leak inside the building.
 Provide clean sanitary facilities with separate facilities for men and women.

Set the rent in accordance with the local housing market, the workers' salaries, and the conditions of the facilities.

Verification

Rights of the workers in the dormitories needs to be written down, accessible and understandable by the workers. Show the contract of the workers living in the dormitories.

2. Principle: Work hours

Criteria:

Working hours should not exceed 48 hours per week and personal should have minimum one day off in a seven-day week.

Indicators:

Hours of work shall comply with applicable national laws and business standards. In any event workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every seven day period.

Exceptions to this rule apply only where both of the following conditions exist:

- a) National law allows work time exceeding this limit; and
- b) A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods.

The organisation *shall* comply with applicable laws, collective bargaining agreements (where applicable) and industry standards on working hours, breaks and public holidays.

The probation time cannot exceed the legal period.

(Turkish Labour Law: Article 15: two months for probation period; Article 46 weekly rest; Article 53 Annual Leave; Article 68 rest breaks; Article 74 pregnancy leave 16 weeks in total, Chinese Labour Law: Article 21 probation period of 6 months; Article 38, weekly rest; Article 45, annual leave; Article 62, maternity leave)

Verification:

Contracts should include the working hours requirements and the salary. Corporate policy needs to include the restrictions of working hours and should comply with the applicable local and international law.

3. Principle: Overtime

Criteria:

Overtime working hours must be limited to 12 hours per week, is strictly voluntary and workers should be encouraged to take days off.

Indicators:

Overtime shall be voluntary and shall not exceed 12 hours per week, shall not be demanded on a regular basis, and shall always be compensated at a premium rate of wages.

In cases where overtime work is needed in order to meet short-term business demand and the organisation is part to a freely negotiated collective bargaining agreement representing a significant portion of its workforce, the organisation *may* require such overtime work in accordance with such agreement.

Verification:

Have a work schedule that limits overtime and encourages workers not to work on their days off.

Contracts should include the overtime working hour's requirements and the salary. Corporate policy needs to include the restrictions of overtime working hours and should comply with the applicable local and international law.

(Turkish Labour Law 4857: Article 41

Chinese labour Law, Article 41)

4. Principle: Wage and benefits**Criteria:**

The workers should get a documentation about their wage, which should cover the living wage and no deductions are allowed to take from the salary, benefits should be added for overtime and no delay is accepted in the payment.

Indicators:

The organisation *shall* respect the right of personnel to a living wage and ensure that wages for a normal work week, not including overtime, *shall* always meet at least legal or industry minimum standards, or collective bargaining agreements (where applicable). Wages *shall* be sufficient to meet the basic needs of personnel and to provide some discretionary income.

The organisation *shall* not make deductions from wages for disciplinary purposes.

The organisation *shall* ensure that personnel's wages and benefits composition are explained clearly and regularly to them in written form for each pay period. The organisation *shall* lawfully render all wages and benefits due in a manner convenient to workers, but in no circumstances in delayed or restricted forms, such as vouchers, coupons or promissory notes.

All overtime *shall* be reimbursed at a premium rate as defined by national law or established by a collective bargaining agreement. In countries where a premium rate for overtime is not regulated by law or there is no collective bargaining agreement, personnel *shall* be compensated for overtime at the organisation's premium rate or at a premium rate equal to prevailing industry standards, whichever is higher.

The organisation *shall* not use labour-only contracting arrangements, consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting its obligations to personnel under applicable laws and regulations pertaining to labour and social security. Deductions must never constitute an amount that will result in the worker receiving less than minimum wage.

(Turkish Labour Law: Article 32, 38)

Verification:

Prior to employment provide all workers with written and easily understood information about wage conditions.

Provide documentation about wages, benefits and working hours with clear definition and explanation.

Hand payslips to the workers, so the workers can have an overview of how much time they worked and how much salary they get (Turkish Labour Law: Article 37) including the legal terms).

5. Principle: Forced Labour**Criteria:**

No corporal punishment is allowed, the workers should be treated with dignity and respect and no deposits or withhold of the salary or restrictions on religious facilities, toilets or

drinking water is allowed. Documentation about the identities should be available and the workers are free to terminate their contracts.

Indicators:

The organisation *shall* treat all personnel with dignity and respect. The organisation *shall* not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

The organisation *shall* not engage in or support the use of forced or compulsory labour, including prison labour, *shall* not retain original identification papers and *shall* not require personnel to pay 'deposits' to the organisation.

Neither the organisation nor any entity supplying labour to the organisation *shall* withhold any part of any personnel's salary, benefits, property or documents in order to force such personnel to continue working for the organisation.

The organisation *shall* ensure that no employment fees or costs are borne in whole or in part by workers.

Personnel *shall* have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment with giving reasonable notice to their organisation.

Neither the organisation nor any entity supplying labour to the organisation *shall* engage in or support human trafficking.

Communicate to all workers that your factory does not tolerate any kind of forced labour.

Do not keep workers' ID documents, passports or tickets.

Ensure that workers who have to leave the factory do not suffer any penalties as a result.

Do not restrict or limit workers in any way when they need access to religious facilities, toilets or drinking water.

In cases where you use contractors or agents for labour recruitment, ensure that the terms of employment for those workers do not include conditions violating the ILO Forced Labour Convention.

Verification:

Show the grievance system and explain the complaints of the workers. Show that there is no forced labour in the factory or any subcontractors or actors involved. Show the corporate policy with strict requirements on forced labour.

(Chinese Labour Law Chapter 5)

6. Principle: Discrimination

Criteria:

Discrimination in hiring, remuneration, access to training and promotion in any kind is strictly prohibited for the supplier and its sub supplier, awareness and protection of human rights should be part of the policy.

Indicators:

The organisation *shall* not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.

Encourage flexible work options to support women that have multiple roles such as being the primary caregiver for young and elderly.

Pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men

No virginity or pregnancy test before hiring allowed.

Provide a favourable environment for all pregnant workers in accordance with ILO No. 183,

such as granting six weeks leave before and after the presumed date of confinement and a job that is compatible with the worker's physical condition from the moment she is informed about the pregnancy until 120 days after childbirth

The organisation *shall* not interfere with the exercise of personnel's rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions or any other condition that could give rise to discrimination.

The organisation *shall* not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace and in all residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.

Contract termination cannot be caused by discriminated reasons.

(Turkish Labour Law: Article 18)

Verification:

Have an employment policy that prohibits discrimination. Have a policy that prohibits discrimination against pregnant women. Communicate this policy to your subcontractors and to relevant HR and management staff.

Train your staff on non-discrimination policies and practises.

If the policy is violated have an action plan for how to remove the discriminatory elements.

Include the rights of pregnant women in the corporate policy.

(Turkish Labour Law 4785: Article 5

Chinese Labour Law, Article 12)

7. Principle: Harassment and abuse

Criteria:

Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the supplier are all strictly prohibited.

Indicators:

Any kind of punishment or sexual harassment to any worker is allowed. Define the terms of harassment and abuse and inform the workers about their rights.

Develop a grievance system for the workers for complaints without any effect on their work relations.

Verification:

Write in the corporate policy a punishment for harassment and abuse and take action towards a non-discriminative work environment. Report and collect every case of harassment and abuse to be able to address these issues.

8. Principle: Child Labour

Criteria:

Children are not in any way allowed to work in the factories. No forms of slavery, trafficking or forced child labour is allowed and will terminate the business relation immediately.

Indicators:

No child under 16 is allowed to work in the factories

The company should encourage young workers to attend school.

In no way must any use of child labour prohibit the children from receiving proper education and the supplier shall in general do its utmost to train and educate the children in order to become a useful part of the labour force upon reaching adulthood.

There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour.

The organisation shall not engage in or support the use of child labour.

Special treatment for young workers between 16-18 years

The organisation may employ young workers, but where such young workers are subject to compulsory education laws, they shall work only outside of school hours. Under no circumstances shall any young workers school, work and transportation time exceed a combined total of 10 hours per day and in no case shall young workers work more than 8 hours a day. Young workers may not work during night hours.

The organisation shall not expose children or young workers to any situation – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.

(Turkish Labour Law 4857, Article 85 young workers and dangerous work)

Verification:

The organisation shall establish, document, maintain and effectively communicate to personnel and other interested parties, written policies and procedures for remediation of child labourers. Establish an age verification procedure when hiring workers. Ensure that all labour contracts include an identity card with date of birth and photo.

Have responsible managers to ensure that no youths are exposed to night work or hazardous work as defined by the ILO.

(Turkish Labour Law 4857, Article 71
Chinese Labour Law, Article 15))

9. Principle: Freedom of association and right to collective bargaining

Criteria:

Workers representatives should represent the labours in the right for collective bargaining and freedom of association should be allowed even if restricted by laws.

Indicators:

The supplier must acknowledge and uphold the freedom of association and the right to collective bargaining.

The supplier shall, in those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all workers. Worker representatives shall not be subjected to discrimination and shall have access to all workplaces necessary to carry out their representation functions.

Working by free will is essential. The supplier warrants that no part of the labour force or people involved at the premises of the supplier and subcontractors or in other parts of the production line are imposed forced or compulsory labour or trafficking. No fining or severe reductions in any wages are permitted due to mistakes made by the labour force.

The workers must be able to terminate their employment provided that they give a reasonable notice; no personal salary or documents for leaving, living and/or working must be withheld on any such occasions.

Verification:

Write the agreement of collective bargaining and include it in the policy of the company. Include collective bargaining agreement and the right of freedom of joining association in your corporate policy.

(Chinese labour law, Article 7)

Management system

10. Principle: Management practice

Criteria:

Corporate policy should state the compliance to national laws and international standards, environmental performance and CSR practice. This should include the prohibition of child labour and discrimination and ensure the health and social insurance for all workers.

Indicators:

The policy statement *shall* include the organisation's commitment to respect the international instruments as listed in the previous section. The statement *shall* also commit the organisation to comply with: national laws, other applicable laws and other requirements to which the organisation subscribes.

This policy statement *shall* be prominently and conspicuously displayed, in appropriate and comprehensible form, in the workplace and in residences and property provided by the organisation, whether it owns, leases or contracts the residences or property from a service provider.

These policies and procedures *shall* be effectively communicated and made accessible to personnel in all appropriate languages. These communications *shall* also be clearly shared with customers, suppliers, sub-contractors and sub-suppliers.

The organisation *shall* regularly (annually) conduct a management review of its policy statement, policies, procedures implementing this Standard and performance results, in order to continually improve.

The supplier should always disclose to relevant stakeholders if any breach of standards, regulations or UN recommendations has occurred in its own supply chain.

LIME defines transparency as a common approach and believes that disclosure and mutual trust between suppliers and retailers is the way forward and should always be a cornerstone in any supplier/buyer relationship.

Verification:

The organisation *shall* make its policy statement public available in an effective form and manner to interested parties, upon request.

- Local law compliance
- Policy include recruitment process, environmental performance, labour practice
- Representative for CSR and for the labour claims

The policy needs to include the above-mentioned points.

Continuously work to improve communication between merchandisers, factory management and production to minimise problems of e.g. late delivery and tight deadlines.

These improvements can be achieved by reviewing the corporate policy annually and in close cooperation with LIME.

Documentation:

The contracts and the identification of the workers needs to be documented and available to LIME. The contracts have to include a

- photocopy of the ID
- Age
- Wage
- Work time
- Allowed overtime
- Annual leave

Environmental performance

11. Principle: Hazardous chemicals, discharge and emissions

Criteria:

Environmental harmful substances need to be eliminated and special equipment for handling, treating and discharge is required. Apart from the harmfulness to humans the chemicals should be eliminated for environmental protection and cleaner production.

Waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials. Substitute harsh and environmentally polluting chemicals with less impacting chemicals or enzymes.

Chemical and other materials posing a hazard if released into the environment are to be identified and managed to ensure their safe handling, movement, storage, recycling or reuse and correct disposal.

Guideline for chemical substances usage is the European legislation according to REACH.

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required as per national law prior to discharge or disposal. Any discharge or disposal must take place with the highest national standard regarding preserving the environment.

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterised, monitored, controlled and treated as required as per national law prior to discharge.

Suppliers are to adhere to all applicable laws and regulations regarding prohibition or restriction of specific substances, including labelling laws and regulations for recycling and disposal. It is to be expected that any delivered goods must comply with the international standards as to chemical contents and the supplier warrants such compliance.

The supplier warrants that national environmental laws and regulations are complied with at all times.

The supplier and subcontractors must choose the most environmentally friendly goods, raw materials, methods and/or technology applicable in all its operations, with respect to the ordered quality. The supplier cannot outsource its negative environmental consequences to subcontractors, hence the supplier is responsible for the environment in the production line in which the supplier is directly or indirectly involved.

LIME asks for full transparency through the supply chain. LIME holds the right of knowing each supplier by name and address, including the sub suppliers and their environmental performance. Every certificate of the suppliers and sub suppliers needs to be forwarded to LIME and further information needs to be available upon request.

Verification:

All required environmental permits (e.g. discharge monitoring) and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed. Environmental thinking and internal initiatives should be an integrated part of the management planning.

There must be continuous written documented work towards a cleaner and more environmentally friendly production process, in order to secure a minimisation of negative consequences for the environment.

A poor environment creates poor living and working conditions. This can cause irreversible and severe damage to the local community and the labour force and, within a short period of time, harm the suppliers' and subcontractors' business.

12. Principle: Animals treatment

Criteria:

It is important to respect the animals by ensuring good and healthy living environment without any exposure to harm. Production, breeding and keeping of animals shall be conducted professionally.

Indicators:

No animal must deliberately be harmed or exposed to pain. Taking the lives of animals must at all times be conducted by trained personnel using the quickest and least painful and non-traumatic methods available. It is important to recognise and respect that animals have a mind and body, which can be harmed due to wrong, ignorant and brutal treatment. Using animal products in fashion is a legitimate practice as long as it is recognised that animals are sentient beings. It is the responsibility of humans to ensure that the animals have a “life worth living”. Production, breeding and keeping of animals shall be conducted professionally and to at least the minimum standards laid down in international standards, ensuring that high standards of welfare have been adhered to and that the best possible science has been used in the drafting of such standards.

Any use of endangered animal species as defined by the Convention on the International Trade in Endangered Species (<http://www.cites.org/eng/disc/what.php>) is strictly prohibited and the relevant authorities will immediately be contacted in such regard.

We do not use:

- real fur of any type in our products
- Leather that is not a “by”-product from animals, that have been bred for the food industry
- Leather obtained from live-skinning or live-boiling
- Feather or down from birds that have not been bred and raised for the food industry
- Feather and down from birds that have been live-plucked.
- Wool from sheep that have been exposed to mulesing.
- Materials derived from species that appear on the CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) or IUCN (International Union for Conservation of Nature) lists of endangered species

In addition, we require that any materials derived from animals used in our products are from animals that are treated humanely and according to animal welfare laws and recommendations.

The supplier and subcontractors warrant that they adopt the same view and stance. The supplier and subcontractors must submit documentation demonstrating that animals used for fashion have been treated in accordance with welfare standards that are at least equivalent to the provisions made in international standards and that voluntary welfare schemes are also in place where appropriate.

We require evidence from suppliers that all wool for our products is mulesing-free.

Suppliers are expected to declare their suppliers of feather and down.

Animal testing

LIME do not agree with testing cosmetics on animals. Our suppliers must not be involved in any animal testing of cosmetic products and ingredients, or purchase ingredients or products from suppliers, which have been involved in such practices.

Code of Conduct for webpage

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Our strategy is to find partner who are going in the same direction, who are interested in long term relationships to develop a close working condition for enabling the code of conduct implementation based on a shared value.

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Labour practice:	1
1. <i>Principle: Occupational Health and Safety at workplace and dormitories</i>	1
2. <i>Principle: Work hours</i>	1
3. <i>Principle: Overtime</i>	2
4. <i>Principle: Wage and benefits</i>	2
5. <i>Principle: Forced Labour</i>	2
6. <i>Principle: Discrimination</i>	2
7. <i>Principle: Harassment and abuse</i>	2
8. <i>Principle: Child Labour</i>	2
9. <i>Principle: Freedom of association and right to collective bargaining</i>	2
Management Practice	2
10. <i>Principle: Corporate Policy</i>	2
Environmental performance	3
11. <i>Principle: Hazardous chemicals, discharge and emissions</i>	3
12. <i>Principle: Animals treatment</i>	3

Labour practice:

1. Principle: Occupational Health and Safety at workplace and dormitories

Occupational health and safety requirements ask for a safe and healthy workplace with clean dormitories, canteens and toilets and clear marks for fire extinguisher and exits, eliminating hazards and provide safety training for all personal.

Equip housing facilities and dormitories with conditions similar to those required in the workplace with regard to cleanliness and health and safety arrangements.

2. Principle: Work hours

Working hours should not exceed 48 hours per week and personal should have minimum one day off in a seven-day week.

3. Principle: Overtime

Overtime working hours must be limited to 12 hours per week, is strictly voluntary and workers should be encouraged to take days off.

4. Principle: Wage and benefits

The workers should get a documentation about their wage, which should cover the living wage and no deductions are allowed to take from the salary, benefits should be added for overtime and no delay is accepted in the payment.

5. Principle: Forced Labour

No corporal punishment is allowed, the workers should be treated with dignity and respect and no deposits or withhold of the salary or restrictions on religious facilities, toilets or drinking water is allowed. Documentation about the identities should be available and the workers are free to terminate their contracts.

6. Principle: Discrimination

Discrimination in hiring, remuneration, access to training and promotion in any kind is strictly prohibited for the supplier and its sub supplier, awareness and protection of human rights should be part of the policy.

7. Principle: Harassment and abuse

Physical abuse, threats of physical abuse, unusual punishments or discipline, sexual and other harassment, and intimidation by the supplier are all strictly prohibited.

8. Principle: Child Labour

Children are not in any way allowed to work in the factories. No forms of slavery, trafficking or forced child labour are allowed and will terminate the business relation immediately. Young workers from 16-18 years old are allowed to work in light jobs and the working hours cannot exceed 8 hours per day.

9. Principle: Freedom of association and right to collective bargaining

Workers representatives should represent the labours in the right for collective bargaining and freedom of association should be allowed even if restricted by laws.

Management Practice

10. Principle: Corporate Policy

The policy statement shall include the organisation's commitment to respect the international instruments as listed in the previous section. The statement shall also commit the organisation to comply with: national laws, other applicable laws and other requirements to which the organisation subscribes.

The contracts and the identification of the workers need to be documented and available to LIME.

LIME defines transparency as a common approach and believes that disclosure and mutual trust between suppliers and retailers is the way forward and should always be a cornerstone in any supplier/buyer relationship.

Environmental performance

11. Principle: Hazardous chemicals, discharge and emissions

Environmental harmful substances need to be eliminated and special equipment for handling, treating and discharge is required. Apart from the harmfulness to humans the chemicals should be eliminated for environmental protection and cleaner production.

Wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required as per national law prior to discharge or disposal.

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterised, monitored, controlled and treated as required as per national law prior to discharge.

12. Principle: Animals treatment

It is important to respect the animals by ensuring good and healthy living environment without any exposure to harm. Production, breeding and keeping of animals shall be conducted professionally.