



SRI LANKA APPAREL CHARTER ON GARMENTS WITHOUT GUILT

Sri Lanka Apparel represents manufacturing exporters and key trade associations comprising the Joint Apparel Association Forum (JAAF), the apex body whose membership represents all of the Apparel and Textile businesses in Sri Lanka.

Sri Lanka Apparel – Garments without Guilt, the ethos of the Sri Lankan apparel industry, epitomizes the synergy between ethical brands and apparel made in Sri Lanka. “Children have no business in our business” is just one of the principles governing this industry ethos. The Garments without Guilt initiative focuses on ethical manufacture and sustainable development assuring the industry’s commitment to ethical working conditions, free of child labour, free of forced labour, free of discrimination and free of sweatshop practices.

Our commitment to ethical working conditions and environmental sustainability assures that the ‘Made in Sri Lanka’ label is now not only synonymous with quality, reliability but more importantly with social and environmental accountability. For the discerning buyer, JAAF is concerned with not only the quality of the end product but also with the values that go into making the garments, Sri Lanka Apparel produces goods under acceptable conditions :

Free of child labour

No child labour should be used under any circumstances.

A Child is described as: A person under the age of 14 years.

A Young Worker is described as: A person between the age of 16-18 years.

Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.

Free of forced labour

There is no forced, bonded or involuntary prison labour. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

Free of discrimination on any grounds

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Free of sweatshop practices

This includes Local law and fair practices of

- Working Hours and Overtime
- Freedom of Association and
- Wages and benefit
- Health and safety

Working Hours

Working hours comply with national law

In any event, workers shall not on a regular basis be required to work in excess of required working and over time hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary, shall not be demanded on a regular basis and shall always be compensated at a as per the local law.

Freedom of Association

Workers, have the right to join or form trade unions of their own choosing and to bargain collectively. Alternatively they could join a parallel means for independent and free association and bargaining

Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.

Wages and Compensation

Wages, over time and benefits paid at minimum national legal standards.

Health and Safety

A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage, shall be provided.

The company observing the code shall assign responsibility for health and safety to a management representative.

Environment

Dispose of all the waste that is created in line with local laws, or in a way that will not harm the environment or the local population.

Monitoring and Inspection

To achieve the above standard, JAAF stands for all.

The members will be responsible for;

- Keeping records
- Conducting Internal Audits
- Having an In-house Compliance Executive

The monitor of the process is SGS Lanka (Pvt) Ltd.

18.10.2007