

WRAP

WORLD REPRESENTATIVE ACCREDITED PRODUCTION



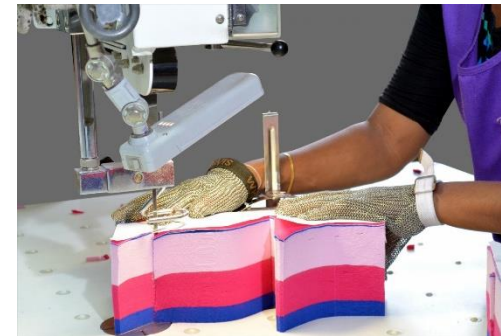
Introduction

- ❖ WRAP is an independent, non-profit organization dedicated to the certification of lawful, humane and ethical manufacturing throughout the world.
- ❖ The aim of the WRAP initiative is to provide a framework for a 5-Step certification system
 - Application,
 - Self-Assessment,
 - Monitoring,
 - Evaluation,
 - Certification for responsible textile production centres.



- ❖ Founded in 2000 WRAP has become the world's largest facility-based social and environmental compliance certification and training organization with more than 1700 facilities in over 60 countries participating in the certification program.

“Participating in the WRAP certification program can enhance a facility’s standing with customers and reduce duplicative compliance audit.”



Introduction of WRAP Principles

The objective of the Apparel Certification Program is to independently monitor and certify compliance with **12 principles** centred on work, anti-corruption, forgery and environmental standards.

- ▶ Compliance with Laws and Workplace Regulations
- ▶ Prohibition of Forced Labour
- ▶ Prohibition of Child Labour
- ▶ Prohibition of Harassment or Abuse
- ▶ Compensation and Benefits
- ▶ Working hours
- ▶ Prohibition of Discrimination



- ▶ Health and safety
- ▶ Freedom of association and collective bargaining
- ▶ Environment
- ▶ Customer Compliance
- ▶ Security



1. Compliance with Laws and Workplace Regulations

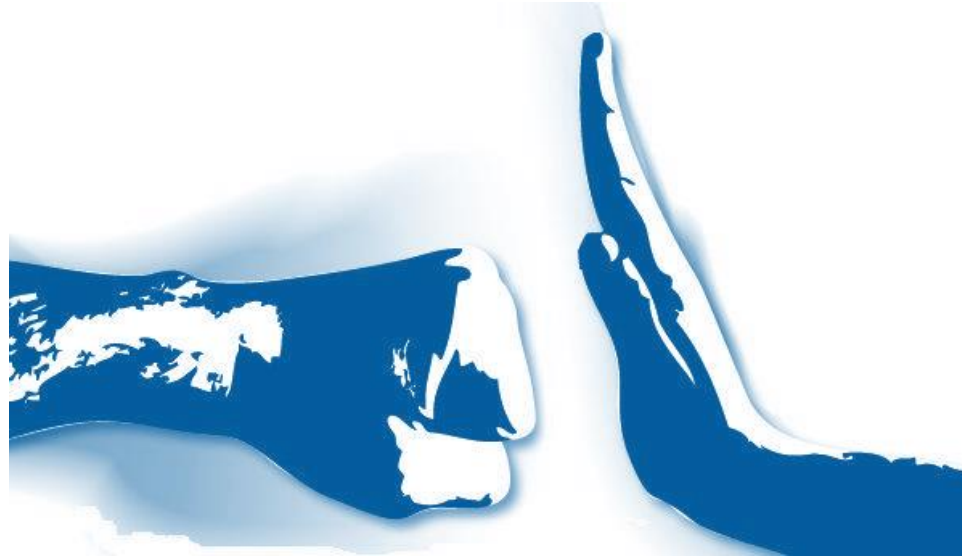


Facilities will comply with laws and regulations in all locations where they conduct business.

- The facility needs to comply with the legal requirements and standards of the apparel industry under our local and national laws of the jurisdictions in Sri Lanka, along with any applicable international laws.
- This covers all labour and employment laws of those jurisdictions, as well as laws governing the conduct of business in general, including rules and standards of ethics dealing with corruption and transparency, and any relevant environmental laws.



2. Prohibition of Forced Labour



Facilities will not use involuntary, forced or trafficked labour.

- ▶ Employment in our facility should strictly be on a voluntary basis. Facilities will not use any forced, prison, indentured, bonded or trafficked labour.
- ▶ Any worker hired must be under labour contracts that fully comply with all relevant legal requirements and there should not be any form of coercion (including imposing substantial fines or loss of residency papers by workers leaving employment or restricting a worker's ability to voluntarily end his/her employment).
- ▶ When hiring workers through an employment broker or agency, the facility should will ensure that the workers' passports are not withheld, all written contracts are in the native language of the workers, and recruitment fees are not borne by the workers themselves.



3. Prohibition of Child Labour



Facilities will not hire any employee under the age of 14 or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling.

- ▶ Facilities should ensure that there is NO engagement of child labour.
- ▶ Facilities may not employ any person at an age younger than the law of the jurisdiction allows and in any case not below the age of 14, even if permitted by local law.
- ▶ In any circumstance, facility should adhere to local legal requirements regarding mandatory schooling.

- ▶ Further, when, the facility employs young workers (aged between the minimum age of employment and 18 years), the facility should also comply with any applicable legal restrictions on the nature and volume of work performed by such young workers, as well as any other requirements imposed by law, including ensuring that such young workers do not perform any hazardous work (e.g., chemical handling or operating heavy machinery).



4. Prohibition of Harassment or Abuse



Facilities will provide a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form.

- ▶ Facility should be a workplace that is respectful of the worker's rights and dignity. This includes ensuring that no corporal punishment or physical coercion are used. Facilities will not engage in or tolerate sexual harassment, indecent or threatening gestures, abusive tone or language or any other kind of undesired physical or verbal contact, such as bullying.
- ▶ In particular, facilities should ensure proper training at all levels - including management, supervisors and workers - to secure a workplace free of harassment or abuse.



5. Compensation and Benefits



Facilities will pay at least the minimum total compensation required by local law, including all mandated wages, allowances & benefits.

- ▶ Facilities should ensure proper compensation for their employees for all the work done, by providing in a timely manner all the wages and benefits that are in compliance with the local and national laws of the jurisdiction in Sri Lanka.
- ▶ This will include any premiums for overtime work or work done during holidays, as well as any other allowances or benefits, including any mandatory social insurance, required by local law.



6. Hours of Work



Hours worked each day, and days worked each week, should not exceed the limitations of the country's law. Facilities will provide at least one day off in every seven-day period, except as required to meet urgent business needs.

- ▶ Facilities are required by local law to adhere to any limits set on regular working hours as well as any limits set on overtime work.
- ▶ WRAP allows the full compliance with local laws on working hours to be achieved incrementally, provided that a given facility meets the following conditions:
 - is fully transparent about its working hours; ensures that those hours are all being worked voluntarily,
 - in conditions that protect worker safety and health;
 - compensates all employees in keeping with WRAP Principle 5;
 - and shows improvement toward meeting the working hours requirements from one audit to the next.

7. Prohibition of Discrimination



Facilities will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

- ▶ Facility should ensure that all terms and conditions of employment are based on an individual's ability to do the job, and not on the basis of any personal characteristics or beliefs.
- ▶ Facilities will ensure that any employment decision - involving hiring, firing, assigning work, paying or promoting - is made without discriminating against the employees on the basis of race, colour, national origin, gender, sexual orientation, religion, disability, or other similar factors (pregnancy, political opinion or affiliation, social status, etc.).

8. Health and Safety



Facilities will provide a safe and healthy work environment. Where residential housing is provided for workers, facilities will provide safe and healthy housing.

- ▶ Facility should provide a safe, clean, healthy and productive workplace for all employees.
- ▶ Facility should prioritize worker health and safety above all else, and proactively address any safety issues that could arise such as
 - the availability of clean drinking water,
 - adequate medical resources,
 - fire exits and safety equipment,
 - well-lighted and comfortable workstations,
 - clean restrooms.
- ▶ Further, facilities should adequately train all their workers on how to perform their jobs safely.



9. Freedom of Association and Collective Bargaining



Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.

- ▶ Facility should respect the freedom of each employee to choose for him- or her-self whether or not to join a workers' association.
- ▶ Facilities cannot discriminate against workers based on whether or not they choose to associate.
- ▶ Both the facility and the workers shall ensure they conduct themselves in accordance with all relevant laws in this regard.
- ▶ Facility should ensure an effective mechanism is in place to address any workplace grievances.



10. Environment



Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

- ▶ Facility should ensure compliance with all applicable legally mandated environmental standards, and should demonstrate a commitment to protecting the environment by actively monitoring their environmental practices.
- ▶ In particular, the facility will ensure proper waste management, including monitoring the disposal of any waste material - whether solid, liquid or gaseous - to ensure such disposal is done safely and in a manner consistent with all relevant laws.



11. Customs Compliance



Facilities will comply with applicable customs laws, and in particular, will establish and maintain programs to comply with customs laws regarding illegal trans-shipment of finished products.

- ▶ Facility should ensure that all merchandise is accurately marked or labelled in compliance with all applicable laws.
- ▶ In addition, facilities will keep records for all materials and orders, as well as maintain detailed production records.



12. Security



Facility should maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (i.e. drugs, explosives biohazards and or other contraband).

- ▶ Facilities should ensure adequate controls are in place to safeguard against introduction of any non-manifested cargo.

In this regard, WRAP recognizes the **United States Customs and Border Protection (CBP)'s C-TPAT** Guidelines for Foreign Manufacturers as a best practice program, and has adopted those guidelines under this Principle.



THANK YOU

