

Report on the Code [This is our own summary of key features of the code. The full text is available from the CEPAA]

Companies are required to comply with national and other applicable law, but when the SA8000 standard addresses the same issue, the most stringent provision applies. The company is also required to respect the principles of: ILO Conventions 29 & 105, 87, 98, 100 & 111; 135, 138 (and Recommendation 146), 155 (and Recommendation 164), 159, 177; the Universal Declaration of Human Rights, and the UN Convention on the Rights of the Child.

The "Social Accountability Requirements" include the following (not all are summarized here):

1. Child Labor:

- no child labour
- procedures for remediation of children, with adequate support to enable such children to attend school until no longer a child

2. Forced Labor

3. Health and Safety

4. Freedom of Association & Right To Collective Bargaining

- respect the right of personnel to form and join trade unions of their choice and to bargain collectively
- "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 such personnel"

5. Discrimination

6. Disciplinary Practices

7. Working Hours

- comply with applicable laws and industry standards; in any event, personnel 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
- ensure that overtime work (more than 48 hours per week) does not exceed 12 hours per employee per week, is not demanded other than in exceptional and short-term circumstances, and is remunerated at a premium rate

8. Compensation

- at least legal or industry minimum standards and is always sufficient to meet basic needs and provide some discretionary income

9. Management Systems