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WECHAT



OUR ETHICAL SOURCING CODE

Myer is committed to ethical, sustainable and socially responsible procurement and business practices, and we expect the same of our suppliers. Suppliers must comply with the legal requirements of the country in which they operate. The requirements and expectations outlined below are in addition to compliance with applicable laws, and a condition of doing business with Myer.

Suppliers must have management systems covering all its factories, which must include a requirement to recognise the rights of its workers, and treat them with dignity and respect as understood by international community standards. This applies to all workers including direct employees, temporary, migrant, contract and any other type of workers.



ETHICAL BUSINESS CONDUCT

Suppliers must engage professional business ethics in all dealings, and comply with all anti-bribery, anti-corruption, anti-money laundering and modern slavery laws.

Suppliers must also not engage in, directly or indirectly, fraudulent, corrupt, exploitative or collusive activities.



EMPLOYMENT IS FREELY CHOSEN

Suppliers must not use, harbour or recruit forced, bonded (including debt bondage) or involuntary labour, slavery or trafficking. All work must be voluntary, and workers must not be required to surrender their identity papers or lodge deposits, or unreasonably restricted in movement.



FREEDOM AND RIGHT OF ASSOCIATION

To the extent permitted by local laws, suppliers must recognise and respect worker rights of free association, including joining or forming any union of their choice (or not), and to allow workers to bargain collectively without the fear of reprisal, harassment, discrimination, intimidation or penalty.



NO CHILD LABOUR

Suppliers must not recruit or use child labour (as defined in national laws or the ILO, but not less than 16 years) at any level of the supply chain.

Overtime and hazardous work must not be undertaken by anyone under 18 years old.



SAFE WORKING CONDITIONS

Suppliers must ensure all factories are safe, clean and hygienic, consistent with applicable laws and industry best practice. Suppliers must also conduct regular testing and maintenance of health, fire and safety processes, and provide training to workers on safety practices.



FAIR WAGES

Wages and benefits paid to workers must comply with all applicable wage laws, including minimum wages, overtime hours and legally mandated benefits.

Overtime must be paid at premium rates, and deductions from wages as a disciplinary measure is not allowed.



WORKING HOURS ARE NOT EXCESSIVE

Working hours are not to exceed the maximum set by law.

Workers must not be forced to work overtime and be provided adequate days off. All record keeping of wages, benefits and working hours must be accurate and transparent.



NO HARSH TREATMENT

Suppliers must not use harsh or inhumane treatment towards workers such as threatening to or actual physical abuse or discipline, sexual harassment and abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and other forms of intimidation.



REGULAR EMPLOYMENT

Work arrangements must be detailed in contract, in local language, established through national laws and practice.

Suppliers must not excessively use fixed term contracting, subcontracting, apprenticeship schemes and home-working arrangements to avoid providing regular employment.



NO DISCRIMINATION

All employment conditions must be based on a worker's ability to do the job, not on age, race, religion, gender, pregnancy, ethnicity, disability, national origin, marital status, sexual orientation, union membership or political affiliation.

Suppliers to promote a culture of equality, diversity supporting diversity and female empowerment in the workforce.



PROTECT THE ENVIRONMENT

Suppliers must conduct business in a manner which proactively embraces sustainability and reduces environmental impacts resulting from their facilities and operations, and comply with relevant environment laws.

Suppliers must identify and reduce the use of hazardous materials, chemicals and substances, and ensure their safe handling, storage and disposal.



ENSURE ANIMAL WELFARE

Suppliers must employ good animal husbandry standards and must not use any form of cruelty, abuse or inhumane treatment of animals in its supply chain.

Suppliers must have processes to monitor and ensure animals are treated humanely, strive to improve traceability throughout its supply chain, and comply with all relevant animal welfare and protection laws.

If you have any questions or believe the above requirements are contrary to practices in your factory, please contact us through the QR code. Your identity will be kept strictly confidential, unless requested otherwise