

Supply Principle

Hangzhou BAYTHER persists in developing businesses in a legitimate ways including abiding by the same principles of suppliers. Hangzhou BAYTHER requires suppliers to comply with Suppliers' Code of Conduct in its production supply chains, with details as below:

Child labor

Suppliers are forbidden to hire laborers under the age of 16, unless it is permitted by local laws and in compliance with International Labor Organization Program. Suppliers should keep the birth date of every employee for filing or confirm the age of every employee in a legal way.

Guidance: Suppliers must abide by the legal rules and regulations related to minimum working ages. They are not allowed to hire apprentices or any students from technical schools, which is against the rules concerning local lowest working age and compulsory education ages. Without independent documents, suppliers must determine employees' ages by other legal and reliable methods.

Remuneration

Suppliers must fairly pay for salaries and provide benefits to all employees in accordance with applicable laws.

Guidance: Suppliers must ensure hourly wages to satisfy the minimum or relatively higher local remuneration criteria. Suppliers must pay for overtime and bonuses based on legal requirements. Suppliers must pay for benefits stipulated by laws without any illegal deduction. Suppliers must communicate orally or in writing with all employees in terms of their entitled salary, awards, benefits and bonuses in working locations based on applicable laws.

Equal and fair treatment

Suppliers are forbidden to do harm physically, sexually, psychologically or orally etc. Besides, all employees should be respected and treated with dignities. Suppliers' employment conditions and terms including hiring, training, working conditions, remunerations, benefits, promotion, disciplines, contract terminations or retirement, should be built on individual qualifications, performance, skills and experiences.

Guidance: Suppliers must guarantee there is no discriminations against races, ages, sex, social ranks, political stands, religions, marital status, sexual orientation, physical disability, pregnancy or something in no relations with working capabilities. Suppliers should comply with applicable laws related to harassment and abuses.

Freedom of association

Suppliers must respect employees' rights to set up and join in unions organized within industries, and negotiate together in a peaceful and legal way.

Guidance: Suppliers must abide by applicable laws related to association freedom and collective negotiations. Suppliers are not allowed to harass, threaten or revenge during free association or collective negotiation. Suppliers must take confidential measures for employees' complaints.

Supply Principle

Health and safety

Suppliers must abide by all the applicable laws related to health and safety in working sites, and provide trainings on safe operations in working sites.

Guidance: Suppliers must provide safe, clean, healthy and efficient working environment. If staff dormitories are provided, they should be safe and healthy including suitable lighting, temperature, ventilation, toilets and other facilities. Suppliers must manage appropriately operations on dangerous articles and equipment. Suppliers are not allowed to assign work that might harm employee's health and safety. Suppliers must provide systems and trainings to prevent accidents and harms. Suppliers must provide suitable personal safety equipment, sufficient medical facilities, firefighting escape passage, extinguishers and safety equipment, good lighting and comfort in working environment, as well as clean toilet facilities.

Voluntary employment

Suppliers must hire employees on basis of voluntariness. Prisoners or slaves are forbidden to be hired, nor physical harms or compulsory labors in any way can be forced on employees.

Guidance: Suppliers should not require original passports, ID cards, travelling certificates or other personal legal documents as pledges in the beginning of employment. Suppliers should not use any compulsory labors, no matter it is captivity labor, bonded labor, indentured labor or other labors in other ways. Forced OT is forbidden. Suppliers are forbidden to detain employees or restrict their freedom of actions.

Working Time

Suppliers must abide by all the applicable laws related to routine working time, overwork time and benefits.

Guidance: Suppliers must provide documents concerning remunerations, working hours (including OT), salary criteria, benefits and any deduction to all employees. Suppliers must provide official holidays, public holidays and paid vacations. Under normal situations, suppliers should provide at least one day every seven days to employees, whose working hours should not exceed 60 per week (subject to related local laws and stipulations).

Environment

Suppliers must abide by applicable local laws and rules, and should continue to improve environment achievements.

Guidance: Suppliers must keep related laws and rules for filing, including environment permit licenses, reports and requirements. Suppliers must rationally handle and store dangerous items and wastes, dispose in a safe and legal way.

Compliance

Suppliers must abide by all legal requirements and industry standards under applicable laws, maintain documentations and records to comply with laws and standards under permissions of laws. To measure whether suppliers comply with these standards, Hangzhou BAYTHER reserves its rights to invite independent third party auditors, with or without notice, to have on-site audit on production base, operations, account books, records of suppliers, and make confidential interviews with working staff during audits.

If audit results is unsatisfactory, or suppliers are not able to implement correction measures proposed by Wrigley Company, Hangzhou BAYTHER is entitled to terminate purchases from that supplier until correction measures are carried out; or, Hangzhou BAYTHER is entitled to terminate the cooperation with that supplier.