



# What companies should do

- ✓ Establish and apply a code of conduct for the entire supply chain, including sub-contractors and other third parties such as providers of raw materials;
- ✓ Consider the rights of migrant workers by prohibiting passport confiscation, and restricting the use of labour hire companies and excessive recruitment fees;
- ✓ Define working hours and minimum wage, supply a written payslip and contract;
- ✓ Protect and encourage freedom of association and collective bargaining;
- ✓ Perform labour and human rights risk assessments for operations and supply chains, disclose the location of operations and establish independent auditing systems;
- ✓ Ensure zero tolerance for discrimination, forced labour, child labour, and physical or mental disciplinary practices;
- ✓ Ensure there is a complaints mechanism and remediation process for workers.

