

NRS

100% Employee Owned

Factory Code of Conduct

Transparency

Employers must provide NRS with open and clear communication about their business practices. This includes maintaining and providing, upon request, accurate and complete payroll and employee records and full disclosure of all factory locations producing NRS products.

Non-Discrimination

Employees will be considered for positions based on their qualifications and abilities. Employers will not discriminate based on gender, race, religion, age, disability, sexual orientation, nationality, political views, social groups or ethnic origin.

Harassment or abuse

Employers will not use physical or psychological disciplinary methods. Employers will not subject employees to threats of violence, sexual harassment or psychological abuse.

Recruitment and hiring

Employers will not use forced labor, including imprisonment, indentured, bonded or any other form of compulsory labor. Employers will not use persons younger than 16 years of age or anyone who is younger than school compulsory age, if that age is older than 16 years.

Freedom of association and collective bargaining

Employers will recognize and respect the legal rights of employees to free association and collective bargaining. Where the right to freedom of association is restricted under law, employers will allow their employees to raise any job-related grievances without penalty or threat of reprisal.

Hours of work

Working hours will not exceed 60 hours per week on a regular basis, except under exceptional circumstances, and employers will comply with all applicable laws and regulations. Where overtime is required, workers must be compensated appropriately according to law. Workers will be entitled to one day off for every seven-day period worked.

Compensation

Employers will meet all legal requirements, in the country that they are conducting business, for wages and benefits or local industry standards, whichever are higher.

Health and safety

Employers will provide workers with a safe and healthy work environment in compliance with all applicable laws and regulations. The same standards will apply to residential facilities, where they are offered.

Environment

Employers will comply with all applicable environmental laws and regulations and adopt credible, proactive measures to mitigate negative impacts on human health and the environment.

Community

Employers are encouraged to engage directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

Supplier, name, date

NRS, date