

## **ASGA Code of Conduct**

### ***Guiding Principles***

#### **Introduction**

The Australian Sporting Goods Association was formed in 1985 to promote the spirit of goodwill and effective working relationships throughout all levels of the Sporting Goods and Leisure Industry in Australia by furthering contact and understanding between members.

It was also formed to give the Industry a National 'voice' through which representation on behalf of Members can be made to Government, media, local and international organisations.

Amongst other roles the initial Board of Directors felt ASGA would play roles in furthering and developing the marketing and technical knowledge of persons engaged in or intending to engage in the Industry through the conduct of national and International conventions, seminars, trade shows, insurance and other relevant activity.

Over the last twelve months ASGA has initiated a "fresh start" and has instigated a number of important transition strategies, to ensure the future direction of ASGA is one whereby Members will feel a sense of ownership and belonging to an Industry Association.

The ideals of ASGA are the ideals of sport, and the organisation seeks to promote fairness, honesty, mutual understanding and high ethical standards not only on the sports field but throughout the industry, from the manufacturers of sporting goods, to the wholesalers and retailers.

The relationship between ASGA and their Members must be based on trust, mutual respect and common values. ASGA is committed to fostering a sporting goods industry in which Member companies actively build business partnerships with those who share the values of sport and take responsibility of making the values real through active involvement.

Members must ensure that all activities related to the production and/or sale of Sporting goods at least comply with the all relevant applicable mandatory legal requirements.

#### **Legal Compliance**

Members and the companies that produce goods for them should operate in full compliance with national and local laws, rules and regulations relevant to their business operations.

## **Working Conditions**

Local industry standards should prevail when higher than the local legal requirements. In countries where the legal requirements fall short of internationally recognised standards, it is recommended that Members should apply the following minimum criteria:

### *Forced Labour*

Employers shall not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise. No employee can be compelled to work through force, the threat of force, or intimidation of any form.

### *Non-Discrimination*

No person shall be subject to any discrimination in employment, included in hiring, salary, benefits, advancement, disciplines, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

### *Freedom of Association and Collective Bargaining*

Employers shall recognise and respect the rights of workers to join workers organisations and associations of their own choosing, and to bargain collectively. Where the right to freedom of association and collective bargaining is restricted under law, the employer shall consider the development of parallel means for independent and free association and bargaining.

### *Wages*

Employers recognise that wages are an essential to meeting employees' basic needs and those employees should be fully compensated for all time worked. In cases, wages must equal or exceed the minimum wage or the prevailing industry wage, whichever is higher.

### *Hours of Work*

Workers shall not be required, except in extraordinary business circumstances, to work in excess of 60 hours per week, including overtime, or the local legal requirement, whichever is less. Employees shall be entitled to at least one day off for every seven day period.

### *Child Labour*

No person shall be employed at an age younger than 15 or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

### *Health and Safety*

A safe and hygienic working environment shall be provided, and occupational health and safety practices which prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities shall be promoted.

This includes protection from fire, accidents, and toxic substances. Lighting, heating and ventilation systems should be adequate. Employees should have access at all times to sanitary facilities, which should be adequate and clean.

The place of work must have safety and health policies and procedures that are clearly communicated to the workers.

### *Harassment or Abuse*

Every employee should be treated with respect and dignity and have the right to a workplace free from physical, sexual, psychological or verbal harassment or abuse.

### *Environmental Protections*

Members should aim for progressive improvement in their environmental performance, not only in their own operations, but also in their relationships with partners, suppliers and subcontractors. This includes:

- Integrating principles of sustainability into business decisions
- Responsible use of natural resources such as land, soil, energy and water
- Reducing, minimising and avoiding pollution and waste including solid, liquid and atmospheric conditions
- Designing and developing products, materials and technologies according to the principles of sustainability.

### **Community Involvement**

Employers recognize the economic and social impact of their work and are committed to improving conditions in the wider community.

### **Company Specific Standards**

Members are encouraged to draw up their own specific code of ethical conduct, if they have not already done so, building on the above standards.

### **Compliance and Verification**

These Principles have been adopted by ASGA to provide guidance for individual companies in ensuring their operations are fair, equitable and environmentally friendly. Members are encouraged to establish their own internal management systems to monitor the standards outlined in their own code of conduct and to implement action plans for continuous improvements in working conditions in their own operations and those who supply them.

Where there are instances of non compliance whether found by internal or external monitors, members shall ensure timely and reasonable remediation of such non compliance; and ensure that adequate steps are taken to prevent recurrence.