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amfori BSCI CODE OF CONDUCT

& 13 Performance Areas

13

Introduction

The amfori BSCI Code of Conduct is a commitment document for amfori members and their business partners/signatories, setting out principles and values on responsible business conduct, human rights, and environmental protection. These principles and values correspond to 13 Performance Areas (PA), grouped into 4 main categories — the official framework auditors use when assessing a business.

This document brings together all 13 PAs, giving businesses a concise, easy-to-reference resource before going through an actual audit.

Important note: This is a reference summary. For important decisions, businesses should also refer to the official original document at amfori.org.

Table of Contents

- 1 Social Management System & Cascade Effect
- 2 Workers Involvement and Protection
- 3 Freedom of Association and Collective Bargaining
- 4 No Discrimination, Violence or Harassment
- 5 Fair Remuneration
- 6 Decent Working Hours
- 7 Occupational Health and Safety
- 8 No Child Labour
- 9 Special Protection for Young Workers
- 10 No Precarious Employment
- 11 No Bonded, Forced Labour or Human Trafficking
- 12 Protection of the Environment
- 13 Ethical Business Behaviour

GROUP 1 — SOCIAL MANAGEMENT & WORKPLACE RELATIONS

1 Social Management System & Cascade Effect

Businesses need to identify their significant business partners, assess how well those partners align with the amfori BSCI Code of Conduct, and put in place appropriate mechanisms to communicate, monitor, and drive the implementation of social responsibility requirements throughout the supply chain.

2 Workers Involvement and Protection

Businesses need a safe mechanism for workers to raise concerns and provide feedback about workplace issues — through internal grievance channels, suggestion mechanisms, or worker representatives. Equally important, businesses must protect workers from retaliation when they speak up about violations or shortcomings.

3 Freedom of Association and Collective Bargaining

Workers have the right to freely form, join, or decline to join any representative organisation of their choosing, and to bargain collectively with their employer over working conditions. Businesses must not interfere with, obstruct, or retaliate against workers for participating in lawful union activity.

4 No Discrimination, Violence or Harassment

All decisions relating to recruitment, job assignment, training, pay, promotion, or termination must be based on ability and performance, not personal characteristics. This area also covers preventing all forms of violence and harassment, including sexual harassment, in the workplace.

GROUP 2 — EMPLOYEE WELL-BEING AND FAIR PRACTICES

5 Fair Remuneration

Wages must meet at least the applicable minimum wage or a recognised industry benchmark, and be paid in full, consistently, and on time. Businesses should assess any gap and work progressively toward a living wage, while ensuring lawful entitlements and deductions.

6 Decent Working Hours

Regular and overtime working hours must comply with legal limits. Workers are entitled to at least one day off in every seven days, except in limited circumstances permitted by law or a recognised collective agreement.

7 Occupational Health and Safety

Businesses are responsible for providing a safe working environment, with systems to identify and control risks, and adequate protective equipment for each role. This typically includes clear emergency exits, functioning fire safety systems, a first-aid plan, and regular safety training.

GROUP 3 — PROTECTION OF VULNERABLE WORKERS

8 No Child Labour

Businesses must not employ, directly or indirectly through a third party, any worker below the minimum legal working age. Where child labour is found, businesses need a remediation process that prioritises the child's best interests.

9

Special Protection for Young Workers

Workers under 18 (but above the minimum working age) must be assigned work suited to their physical development, kept away from hazardous environments, and excluded from night shifts or excessive overtime. Businesses need separate records for this group.

10

No Precarious Employment

Businesses must ensure employment relationships are recognised and properly documented, with workers given clear, understandable information before they start work. Contracts, temporary labour, agency arrangements, or other employment forms must not be used to avoid legal obligations or workers' entitlements.

11

No Bonded, Forced Labour or Human Trafficking

Workers must enter into contracts entirely voluntarily and have the right to terminate employment in line with the law. Businesses must not retain workers' original identification documents or require deposits as a condition of employment.

GROUP 4 — ETHICAL PRACTICES

12

Protection of the Environment

Businesses need measures to control and minimise the negative environmental impact of their operations — including proper management of waste, wastewater, and emissions, and compliance with relevant environmental permits.

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Ethical Business Behaviour

Businesses commit to no corruption, bribery, fraud, or providing false information about their operations, structure, or supply chain to auditors. Businesses must maintain accurate records and handle personal information with due care, in line with privacy and information-security requirements.

Need support preparing for a BSCI audit?

TTS Cert accompanies businesses in preparing documentation, training, and audit support for the BSCI standard.

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This document was prepared by TTS Cert for reference purposes, based on the structure of the 13 Performance Areas of the amfori BSCI Code of Conduct. It is not an official translation and does not replace the original document issued by amfori. Businesses should refer to the official documentation at amfori.org before relying on it for important decisions.