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MYER

OUR ETHICAL SOURCING CODE

Myer is committed to ethical, sustainable and socially responsible procurement and business practices, and we expect the same of our suppliers. Suppliers must comply with the legal requirements of the country in which they operate. The requirements and expectations outlined below are in addition to compliance with applicable laws, and a condition of doing business with Myer.

Suppliers must have management systems covering all its factories, which must include a requirement to recognise the rights of its workers and treat them with dignity and respect as understood by international community standards. This applies to all workers including direct employees, temporary, migrant, contract and any other type of workers.



BUSINESS ETHICS

Suppliers must employ professional business ethics in all dealings and be transparent with its documentation and records. Appropriate policies must be developed and communicated to workers to ensure effective management practices of ethical issues, including bribery, corruption, use of subcontractors, and relevant permits.



EMPLOYMENT IS FREELY CHOSEN

Suppliers must not use, harbour, or recruit forced or bonded labour, slavery, or trafficking. All work must be voluntary, and workers must not be required to surrender their identity papers, be forced to incur debt through recruitment fees, or be unreasonably restricted in movement.



FREEDOM AND RIGHT OF ASSOCIATION

Suppliers must recognise and respect worker rights of free association, including the decision to join or form any union of their choice (or not), and to allow workers to bargain collectively without the fear of reprisal, harassment, discrimination, intimidation, or penalty.



NO CHILD LABOUR

Suppliers must not recruit or use child labour (as defined in national laws or the ILO, but not less than 16 years) at any level of the supply chain. A zero-tolerance approach to child labour will be enforced. Overtime and hazardous work must not be undertaken by anyone under 18 years old.



SAFE WORKING CONDITIONS

Suppliers must provide workers with a safe and hygienic working environment and ensure exposure to potential hazards are controlled. Suppliers must also ensure that all work premises are structurally safe, and that the supplier holds all applicable licences and approvals to operate the site.



FAIR WAGES

Wages and benefits paid for a standard working week must meet, as a minimum, any applicable national laws, regulations, or industry benchmark standards, whichever is the higher. Overtime must be paid at premium rates, and deductions from wages as a disciplinary measure is not permitted.



WORKING HOURS ARE NOT EXCESSIVE

Working hours are not to exceed the maximum set by law, collective agreements, and industry standards. Workers must not be forced to work overtime and be provided adequate days off. All record keeping of wages, benefits and working hours must be accurate and transparent.



NO HARSH TREATMENT

Suppliers are prohibited from engaging in the use of harsh or inhumane treatment of workers, such as the threat of or actual physical/verbal abuse or discipline, sexual or other harassment, corporal punishment, mental or physical coercion, or other forms of intimidation.



REGULAR EMPLOYMENT

Suppliers must not use illegal labour. Suppliers must be able to verify the legal entitlement of their employees to work in the country of employment. To the extent possible, work performed must be based on a recognised employment relationship (i.e. worker contract) established through national laws and practice.



NO DISCRIMINATION

Suppliers shall not discriminate against any worker based on their age, race, religion, caste, gender, national origin, disability, pregnancy, marital status, sexual orientation, ethnicity, union membership or political affiliation at any time, including in hiring, within the workplace, and during other employment practices such as promotions, rewards, terminations, retirement, and access to training.



PROTECT THE ENVIRONMENT

Suppliers must conduct business in a manner which proactively embraces sustainability and reduces environmental impacts resulting from their facilities and operations.

In doing so, suppliers must comply with local, national, and applicable international laws and regulations in relation to environmental management.



ENSURE ANIMAL WELFARE

Suppliers must employ good animal husbandry standards and must not use any form of cruelty, abuse or inhumane treatment of animals in its supply chain.

Suppliers must have processes to monitor and ensure animals are treated humanely, strive to improve traceability throughout its supply chain, and comply with all relevant animal welfare and protection laws.

Suppliers must have a grievance process that allows workers to raise concerns or complaints, without retaliation, about business activities, particularly regarding human rights, and to seek a remedy. Workers can also raise concerns to Myer by contacting us through the QR code. Identity will be kept strictly confidential, unless requested otherwise.