In those cases where proof of age documentation is not readily available, employees will take reasonable steps to ensure all workers are at least 15 years old and are not bonded, indentured, or otherwise captive. In the case of workers under the age of 18, workers must be provided with appropriate training prior to being engaged in hazardous or dangerous work.

Workers will be compensated at a rate not less than the hourly rate prescribed under applicable law, or a rate established under collective bargaining agreements, whichever is higher, and will provide legally mandated benefits.

All workers will be entitled to at least one day off in every seven day period.

The hours of work will not exceed the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country are contradictory, the higher standard established by law.

Except in extraordinary business circumstances, employees will (i) not be required to work more than 50 hours in any week and (ii) be entitled to at least one day off in every seven day period.

Except in extraordinary business circumstances, employees will (i) not be required to work more than 50 hours in any week and (ii) be entitled to at least one day off in every seven day period.

Employers will provide a safe and healthy working environment to prevent accidents and injury to workers, customers, vendors, and visitors. All safety and accident reports shall be documented. Accident reports shall be maintained for at least 1 year, or until the injury or accident is determined to be non-serious.

Employers will provide workers with appropriate training to prevent accidents and injury to themselves and others. All workers will be informed of their rights under applicable law related to workplace safety and health. Workers who request copies of age verification documents or other documentation may receive them promptly.

Employers will maintain information and documentation related to the recruitment of workers, their employment, and their rights and responsibilities. These records should be maintained at the factory, by the employer's employment office, or at another key point in the factory.

In extraordinary circumstances, employers may consider temporary layoff or recall, and will ensure that employees are compensated fairly and in accordance with applicable laws and regulations.