Worldwide employment standards

As a global employer, Coats strives to follow ethical employment standards wherever in the world it operates. With this in mind Coats guarantees:

- To fulfil all its legal obligations in full in terms of wage and benefit practices.
- To have no employees below the legal age of employment in the country in which it is operating, and, as an absolute rule, no employees under 15 years of age.
- That all employees have the right to collective representation within the legal framework of the country in which they work.
- No discrimination on the basis of sex, race, religion or age.
- Adequate and timely training for everyone for the job for which they are employed.
- Career advancement related to performance.
- That wage rates reflect the rate in the sector in every country in which it operates.
- A safe and healthy working environment.

Coats believes the human rights of its employees at work are an absolute and universal requirement.