



Coats worldwide employment standards

Policy owner/ issued by	Approved by	Date issued/ reviewed	Effective from	Next review
Chief HR Officer	CEO	October 2017	October 2017	October 2018

As a truly 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.

Coats subscribes to the United Nations Universal Declaration of Human Rights and the Convention of the Rights of the Child.

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