

# Kagome ETI Code Training

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# What is ETI?

The Ethical Trading Initiative (**ETI**) is a UK-based independent body founded on 9 June 1998, which brings together companies, trade unions, and non-governmental organizations (NGOs) to ensure compliance with international labor standards in the global supply chains of member companies.

**Kagome is proudly  
committed to  
following the ETI  
Base Code**

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# ETI Base Code



The ETI Base Code is an internationally recognised set of labour standards based on ILO conventions. It is used by ETI members and others to drive improvements in working conditions around the world.



## **Employment is freely chosen**

Slavery and bonded labour are totally unacceptable. Almost 21 million people are victims of forced labour.



## **Freedom of association and the right to collective bargaining are respected**

Tens of thousands of workers lose their jobs every year for attempting to form or join a trade union or improve working conditions. Some even lose their lives.



## **Working conditions are safe and hygienic**

An estimated 2.3 million people die every year from work-related accidents and diseases.



## **Child labour shall not be used**

168 million children work to support their families, missing out on education and often damaging their health. This reinforces the cycle of poverty.





## **Living wages are paid**

Roughly half the world's population still lives on two dollars a day. If people can't feed their families on an adult's wage, they may send their children to work.



## **Working hours are not excessive**

Long working hours are the norm for most of the world's workers. This damages people's health and undermines family life.



## **No discrimination is practiced**

Women and certain minorities are often confined to the lowest-paid jobs with no access to training or promotion.



## **Regular employment is provided**

Most workers can be laid off when it suits the employer. This fuels poverty and insecurity and drives down wages.



## **No harsh or inhumane treatment is allowed**

Few workers have protection against physical, verbal or sexual abuse in the workplace.



**Thank you.**

To learn more, please contact...

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