

NIKE Inc. was founded on a handshake.

Implicit in that act was the determination that we would build our business with all of our partners based on trust, teamwork, honesty and mutual respect. We expect all of our business partners to operate on the same principles...

NIKE seeks partners that share our commitment to the promotion of best practices and continuous improvement in:

1. Occupational health and safety, compensation, hours of work and benefits.
2. Minimizing our impact on the environment.
3. Management practices that recognize the dignity of the individual, the rights of free association and collective bargaining, and the right to a workplace free of harassment, abuse or corporal punishment.
4. The principle that decisions on hiring, salary, benefits, advancement, termination or retirement are based solely on the ability of an individual to do the job.

...we also bind these partners to specific standards of conduct. These are set forth below:

Forced Labor: (Contractor) certifies that it does not use any forced labor -- prison, indentured, bonded or otherwise.

Child Labor: (Contractor) certifies it does not employ any person under the minimum age established by local law, or the age at which compulsory schooling has ended, whichever is greater, but in no case under the age of 14.

Compensation: (Contractor) certifies that it pays at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.

Benefits: (Contractor) certifies that it complies with all provisions for legally mandated benefits, including but not limited to housing; meals; transportation and other allowances; health care; child care; sick leave; emergency leave; pregnancy and menstrual leave; vacation, religious, bereavement and holiday leave; and contributions for social security, life, health, workers compensation and other insurance.

Hours of Work/Overtime: (Contractor) certifies that it complies with legally mandated work hours; uses overtime only when employees are fully compensated according to local law; informs the employee at the time of hiring if mandatory overtime is a condition of employment; and, on a regularly scheduled basis,

provides one day off in seven, and requires no more than 60 hours of work per week, or complies with local limits if they are lower.

Health and Safety: (Contractor) certifies that it has written health and safety guidelines, including those applying to employee residential facilities, where applicable; and that it has agreed in writing to comply with NIKE's factory/vendor health and safety standards.

Environment: (Contractor) certifies that it complies with applicable country environmental regulations; and that it has agreed in writing to comply with NIKE's specific vendor/factory environmental policies and procedures, which are based on the concept of continuous improvement in processes and programs to reduce the impact on the environment.

Documentation and Inspection: (Contractor) agrees to maintain on file such documentation as may be needed to demonstrate compliance with this Code of Conduct, and further agrees to make these documents available for NIKE or its designated auditor's inspection upon request.

The NIKE Code of Conduct is a document that defines our contractor's obligations to NIKE and the contract worker, and provides a set of standards against which we can measure our contractors' compliance.

First written in January 1992, NIKE's Code of Conduct has been revised recently to add new language and provisions suggested by non-governmental organizations (NGOs) and other bodies. It is a living, breathing document, and can and will be revised again as we learn new and better ways to communicate our standards to the contractor, and to the worker.

-Nike Code of Conduct, circa 1998