our policy on human rights
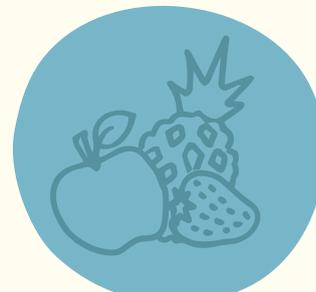
respect for human rights
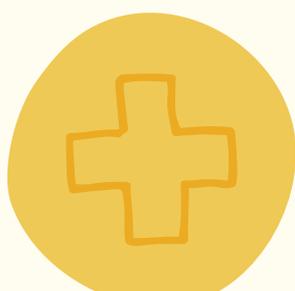
community & stakeholder engagement
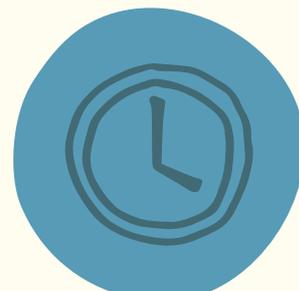
freedom of association & collective bargaining

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innocent

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our policy on human rights

Hello. At innocent we like people and think it is only right that all people are treated with dignity and respect. Each and every one of us has a number of human rights. At innocent we want to make sure that those rights are respected in our business, in our supply chains and in the wider communities that we touch with our work.

This is our human rights policy. It is guided by various international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The policy applies to our whole business and we expect our suppliers to uphold the principles in this policy and adopt similar policies within their businesses. The Supplier Guiding Principles audit (which we conduct with our factory suppliers) are aligned with the expectations and commitments of this policy.

respect for human rights

innocent respects human rights. We are committed to identifying, preventing and mitigating the impact of adverse human rights resulting from, or caused by, our business activities before, or if, they occur, through human rights due diligence and mitigation processes.

community & stakeholder engagement

innocent recognise the impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

freedom of association & collective bargaining

innocent respects our employees' right to join, form or not join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.

valuing diversity

innocent values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity, and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at innocent is qualifications, performance, skills and experience.

Regardless of personal characteristics or status, innocent does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to our employees, but also to the business partners with whom we work.

safe & healthy workplace

innocent provides a safe and healthy workplace and complies with applicable health and safety laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

workplace security

innocent are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

work hours, wages & benefits

innocent compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

forced labour & human trafficking

innocent prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

child labour

innocent prohibits the hiring of people under the age of 15 in all circumstances. We also prohibit the hiring of those younger than the legal minimum age for employment (applicable by law) or the age of completion of compulsory education.

Children should not be exploited in any way. Workers under 18 years of age must not work at night or where hazardous work is required. There should be robust age verification checks when hiring people to ensure this policy is upheld. If children are found to be working then a plan must be put in place that puts the best interests of the child first and enables them to access appropriate education until no longer a child.

guidance & reporting for employees

innocent creates workplaces in which open and honest communications among all employees are valued and respected. We are committed to following all applicable labour and employment laws wherever we operate.

Our commitment to human rights means that each of us has a responsibility to speak up about any potential or actual breach of the policy. If you have questions about this policy or you would like to report a potential violation of this policy, you can always talk to your manager. If you feel more comfortable talking to someone else, you can also get help and guidance from your People Partner or Local Ethics Officer. We are committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.