

#	ID	en-US {en-US}	zh-CN {zh-CN}	State
1[1]	1:22	Legal and Ethical Business Practices:<CharacterStyleRange> ¹ VF Authorized Facilities must fully comply with all applicable local, state, federal, national, and international laws, rules and regulations including those relating to wages, hours, employment, labor, health and safety, the environment, immigration and the apparel and footwear industry.	法律与道德商业惯例： <CharacterStyleRange> ¹ VF 授权工厂必须完全遵守所有适用的地方、州、联邦、国家和国际性法律、法规和规定，包括与工资、工时、雇佣、劳动、健康和安全、环境、移民以及服装业和鞋业相关的法律、法规和规定。	Needs translation
2[1]	1:23	VF Authorized Facilities must be ethical in their business practices.	VF 授权工厂的商业惯例必须符合道德标准。	Needs translation
3[1]	1:25	Child/Juvenile Labor:<CharacterStyleRange> ¹ No person shall be employed at an age younger than 15 or under the age for completing compulsory education in the country of manufacture, whichever is higher.	儿童/青少年劳工： <CharacterStyleRange> ¹ 不得雇用 15 岁以下或完成所在制造国义务教育规定的年龄以下的任何人员，以较大年龄为准。	Needs translation
4[1]	1:26	VF Authorized Facilities must observe all legal requirements for work of employees under 18 years of age, particularly those pertaining to hours of work and working conditions.	VF 授权工厂必须遵守所有有关 18 岁以下雇员的法律要求，尤其是与工作时间和工作条件有关的要求。	Translated
5[1]	1:28	Forced Labor:<CharacterStyleRange> ¹ VF Authorized Facilities shall not use involuntary or forced labor, including indentured labor, bonded labor or any other form of forced labor, including human trafficking.	强迫性劳工： <CharacterStyleRange> ¹ VF 授权工厂不得使用非自愿或强迫性劳工，包括契约劳工、抵债劳工或任何其他形式的强迫性劳工，包括人口贩运。	Needs translation
6[1]	1:30	Wages and Benefits:<CharacterStyleRange> ¹	工资和福利：	Needs translation

		Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income.	<CharacterStyleRange> ¹ 每个工人都有权获得正常工作周的报酬，其必须足够满足工人基本需求并提供一些可自由支配的收入。	
7[1]	1:31	VF Authorized Facilities must compensate their employees fairly by providing compensation packages comprised of wages and benefits that, at the very least, comply with legally mandated minimum standards or the prevailing industry wage, whichever is higher, and shall provide any benefits required by law.	VF 授权工厂必须通过提供包含工资和福利的薪酬方案使员工获得公平的报酬，这些工资和福利应至少符合法定最低标准或现行行业工资标准（以较高值为准），并应提供法律规定的所有福利。	Translated
8[1]	1:32	Employees must be fully compensated at a premium rate for overtime according to local law and each employee must be provided with a clear, written accounting for each pay period.	根据当地法律，必须以加班费的形式支付加班员工的全部报酬，并必须为每位员工提供每个工资周期的清晰书面账单。	Translated
9[1]	1:33	Where compensation does not meet workers' basic needs and provide some discretionary income VF Authorized Facilities should work with VF to make improvements and take other appropriate actions that seek to progressively realize a level of compensation that does.	如果报酬不符合工人的基本需求，但提供了一些可自由支配的收入，VF 授权工厂应与 VF 合作进行改进，并采取其他适当措施，以试图逐步实现合理的报酬水准。	Needs translation
10[1]	1:35	Hours of Work: <CharacterStyleRange> ¹ VF Authorized Facilities must comply with the legal limitations on regular and overtime hours in the jurisdiction in which they manufacture.	工作时间： <CharacterStyleRange> ¹ VF 授权工厂必须遵守其生产所在地区的正常工作时间和加班时间的法律限制。	Needs translation
11[1]	1:36	Employees must not be required, except in extraordinary	除特殊情况外，不得要求	Needs translation

		circumstances, to work more than sixty hours per week including overtime or the local legal requirement, whichever is less.	员工每周工作超过 60 小时（包括加班时间）或当地法律要求的工作时间，以较低值为准。	
12[1]	1:37	A regular work week shall not exceed 48 hours.	正常工作周不得超过 48 小时。	Needs translation
13[1]	1:38	All overtime must be consensual and not requested on a regular basis.	所有加班必须经由双方同意，而非定期规定。	Needs translation
14[1]	1:39	All employees will be entitled to at least 24 hours of consecutive rest in every seven-day period.	所有员工每七天有权连续休息至少 24 小时。	Needs translation
15[1]	1:41	Freedom of Association and Collective Bargaining:<CharacterStyleRange> ¹ VF Authorized Facilities shall recognize and respect the right of employees to freedom of association and collective bargaining.	结社自由和集体谈判： <CharacterStyleRange> ¹ VF 授权工厂应承认并尊重员工结社自由和集体谈判的权利。	Needs translation
16[1]	1:42	No employee shall be subject to harassment, intimidation or retaliation in their efforts to freely associate or bargain collectively.	在自由结社和集体谈判过程中，不得对任何员工实施骚扰、恐吓或报复。	Translated
17[1]	1:44	Health and Safety:<CharacterStyleRange> ¹ VF Authorized Facilities must provide their employees with a clean, safe and healthy work environment, designed to prevent accidents and injury to health arising out of or occurring during the course of work.	健康和安全： <CharacterStyleRange> ¹ VF 授权工厂必须为员工提供干净、安全、健康的工作环境，以防工作过程中产生或发生事故及损害健康。	Translated
18[1]	1:45	VF Authorized Facilities are required to comply with all applicable, legally mandated standards for workplace health and safety in the countries and communities in which they operate.	VF 授权工厂必须遵守其运营所在国家和社区内关于工作场所健康和安全的的所有适用的法定标准。	Translated
19[1]	1:46	Principle 1	原则 1	Needs

				translation
20[1]	1:47	Principle 2	原则 2	Needs translation
21[1]	1:48	Principle 3	原则 3	Needs translation
22[1]	1:49	Principle 4	原则 4	Needs translation
23[1]	1:50	Principle 5	原则 5	Needs translation
24[1]	1:51	Principle 6	原则 6	Needs translation
25[1]	1:52	Principle 7	原则 7	Needs translation
26[1]	1:53	GLOBAL COMPLIANCE PRINCIPLES	全球合规原则	Needs translation
27[1]	1:54	For VF Authorized Facilities	适用于 VF 授权工厂	Needs translation
28[1]	1:57	At VF Corporation, we are a Purpose-led, performance-driven and value-creating organization.	在 VF 公司，我们是一个以目标为导向、以绩效为动力、重视价值创造的组织。	Needs translation
29[1]	1:58	Our success is built on a culture of integrity, empathy, curiosity, perseverance and courage.	我们的成功建立在诚信、同理心、好奇心、毅力和勇气的文化基础之上。	Needs translation
30[1]	1:59	These values extend to the expectations we have of those with whom we do business.	我们对商业合作伙伴也持有同样的价值观期望。	Needs translation
31[1]	1:60	These Global Compliance Principles apply to all facilities that produce goods for VF or any of our subsidiaries, divisions, or affiliates, including facilities owned and operated by VF and our contractors, agents and suppliers, referred to in this document as VF Authorized Facilities.	这些全球合规原则适用于为 VF 生产货物的所有工厂、我们的任何子公司、部门或附属公司，包括由 VF 和我们的分包商、代理商和供应商拥有和运营的设施，在本文档中称为 VF 授权工厂。	Needs translation
32[1]	1:61	While these Global Compliance Principles set forth the basic	虽然这些全球合规原则规	Needs translation

		requirements that must be met in order to do business with us, we strongly encourage VF Authorized Facilities to exceed these principles and to promote best practices and continuous improvement throughout all of their facilities.	定了与我们开展业务必须满足的基本要求，但我们强烈建议 VF 授权工厂超越这些原则限制，在其所有工厂中推广最佳规范和持续改进。	
33[1]	1:94	Nondiscrimination: <CharacterStyleRange> ¹ Employment – including hiring, remuneration, benefits, advancement, termination and retirement – shall be based on ability and not on any other personal characteristics.	非歧视： <CharacterStyleRange> ¹ 就业 - 包括雇用、报酬、福利、晋升、解雇和退休 - 应基于能力而非任何其他个人特征。	Needs translation
34[1]	1:95	VF Authorized Facilities may not discriminate on the basis of race, color, gender, age, national origin, ethnic origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, protected veteran status, HIV/AIDS status or any other legally protected factor.	VF 授权工厂不得基于种族、肤色、性别、年龄、国籍、种族、宗教、性取向、性别认同或表现、婚姻状况、公民身份、残疾状况、受保护的退伍军人身份、艾滋病毒/艾滋病状况或任何其他受法律保护的因素歧视他人。	Needs translation
35[1]	1:97	Harassment: <CharacterStyleRange> ¹ VF Authorized Facilities must treat all employees with respect and dignity.	骚扰： <CharacterStyleRange> ¹ VF 授权工厂必须尊重所有员工。	Translated
36[1]	1:98	VF Authorized Facilities may not subject employees to corporal punishment, physical, sexual, psychological or verbal harassment or abuse.	VF 授权工厂不可对员工进行体罚，身体、性、心理或口头骚扰或虐待。	Translated
37[1]	1:99	VF Authorized Facilities may not use monetary fines as a disciplinary practice.	VF 授权工厂不得将罚款作为纪律处分手段。	Translated
38[1]	1:101	Women’s Rights:	妇女权利：	Translated

		<p><CharacterStyleRange>¹VF Authorized Facilities must ensure that women workers receive equal remuneration, including benefits, equal treatment, equal evaluation of the quality of their work and equal opportunity to fill all positions open to male workers.</p>	<p><CharacterStyleRange>¹VF 授权工厂必须确保妇女工人获得同等报酬，包括福利、平等对待、对工作质量的平等评价，与男性员工享有平等的晋升机会。</p>	
39[1]	1:102	<p>Pregnancy tests will not be a condition of employment, nor will they be demanded of employees.</p>	<p>孕检并非雇用条件，亦非对员工的要求。</p>	Translated
40[1]	1:103	<p>Workers who take maternity leave (of a duration determined by local and national laws) will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former or comparable employment at the same rate of pay and benefits.</p>	<p>休产假的员工（在当地和国家法律规定的期限内）不会面临解雇或解雇、丧失工龄或扣减工资的威胁，且可在返回原先或相似工作岗位后享有同等报酬和福利。</p>	Translated
41[1]	1:104	<p>Workers will not be forced or pressured to use contraception.</p>	<p>工人不会被强迫采取避孕措施。</p>	Translated
42[1]	1:105	<p>Workers will not be exposed to hazards, including glues and solvents, which may endanger their safety, including their reproductive health.</p>	<p>工人不会接触胶水和溶剂等危险物品，因为这可能威胁到他们的安全（包括生殖健康）。</p>	Translated
43[1]	1:106	<p>Facilities shall provide appropriate services and accommodation to women workers in connection with pregnancy.</p>	<p>工厂应为怀孕员工提供住宿以及其他相关服务。</p>	Translated
44[1]	1:108	<p>Subcontracting: <CharacterStyleRange>¹VF Authorized Facilities will not use subcontractors in the manufacturing of VF products or components without VF's written approval and only after the subcontractor has agreed to comply with these Global Compliance Principles.</p>	<p>分包： <CharacterStyleRange>¹ VF 授权工厂在未获得 VF 书面批准的情况下及在分包商同意遵守这些全球合规原则之前，不得采用分包商生产的 VF 产品或部件。</p>	Translated

45[1]	1:110	Worker Residence (Dormitory): <CharacterStyleRange> ¹ Dormitories of VF Authorized Facilities must provide a clean, safe and healthy residence environment.	职工住宅（宿舍）： <CharacterStyleRange> ¹ VF 授权工厂宿舍必须为员工提供干净、安全、健康的居住环境。	Translated
46[1]	1:111	The dormitory design must provide adequate privacy, security and freedom of movement for all occupants.	宿舍设计必须足以保护所有居住者的隐私和安全，并方便进出。	Translated
47[1]	1:112	Dormitory facilities must comply with all applicable, legally mandated standards for public domiciles in the countries and communities in which they operate.	宿舍设施必须符合业务运营所在国家和社区关于公共住所的所有适用法定标准。	Translated
48[1]	1:114	Facility Security: <CharacterStyleRange> ¹ All VF Authorized Facilities must establish facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments.	工厂安保： <CharacterStyleRange> ¹ 所有 VF 授权工厂必须制定工厂安保规程，以防未被列于载货清单上的货物进出。	Needs translation
49[1]	1:115	Such items would include drugs, biological agents, explosives, weapons, radioactive materials, undocumented migrants/stowaways and other contraband.	这些货物包括毒品、生物制剂、爆炸物、武器、放射性材料、非法移民/偷渡者和其他违禁品。	Translated
50[1]	1:117	Product Labeling: <CharacterStyleRange> ¹ All VF Authorized Facilities must accurately label our products with the country of origin in compliance with the laws of the United States and those of the country of manufacture.	产品标签： <CharacterStyleRange> ¹ 所有 VF 授权工厂必须根据美国法律和制造国法律，在原产国准确标注我们的产品。	Needs translation
51[1]	1:118	For products shipped to countries other than the United States, the laws of the importing country will prevail.	对于运往美国以外的国家的产品，将以进口国的法律为准。	Needs translation

52[1]	1:120	Environment: <CharacterStyleRange> ¹ VF Authorized Facilities must comply with all laws and regulations relating to environmental protection in the countries in which they operate.	环境： <CharacterStyleRange> ¹ VF 授权工厂必须遵守其业务运营所在国家的所有环境保护法律和法规。	Translated
53[1]	1:121	Facilities should have policies and procedures in place to ensure environmental impacts are minimized with respect to energy, air emissions, water, waste, hazardous materials and other significant environmental risks.	工厂应制定相应政策和规程，以确保在能源、空气排放、水、废物、有害物质和其他重大环境风险方面将环境影响降至最低。	Translated
54[1]	1:122	Facilities are expected to make sustainable improvements in environmental performance and require the same of their suppliers and subcontractors.	预计工厂将在环境绩效方面实现可持续改进，并要求其供应商和分包商取得同样的进步。	Translated
55[1]	1:124	Informed Workplace: <CharacterStyleRange> ¹ VF Authorized Facilities should inform employees about all workplace standards orally and through the posting of standards in a prominent place and undertake other efforts to educate employees about the standards on a regular basis.	工作场所标准通知： <CharacterStyleRange> ¹ VF 授权工厂应该口头通知员工有关工作场所的所有标准，或在显眼位置张贴标准，以及通过其他方式经常性地就相关标准对员工进行培训。	Translated
56[1]	1:126	Monitoring and Compliance: <CharacterStyleRange> ¹ VF Authorized Facilities must maintain on site all documentation necessary to demonstrate compliance with these Global Compliance Principles.	监督和合规： <CharacterStyleRange> ¹ VF 授权工厂必须保留所有必要的现场文件，以证明其遵从全球合规原则。	Translated
57[1]	1:127	VF and its subsidiaries will undertake affirmative measures, such as announced and unannounced on-site inspections of production facilities, to monitor compliance with these Global Compliance Principles.	VF 及其子公司将采取积极措施，例如事先通知和未经事先通知的生产设施现场检查，以监督对全球合规原则的遵守情况。	Translated

58[1]	1:128	VF Authorized Facilities must allow VF representatives full access to production facilities, employee records and employees for confidential interviews in connection with monitoring visits.	在监督访问期间，VF 授权工厂必须允许 VF 代表全面检查生产设施、员工记录，并可以与员工进行保密性交谈。	Translated
59[1]	1:129	In addition, VF Authorized Facilities must respond promptly to reasonable inquiries by VF representatives concerning the subjects addressed in the audit.	此外，VF 授权工厂必须迅速回复 VF 代表对审计中所涉主题的合理询问。	Translated
60[1]	1:130	VF Authorized Facilities must never offer gifts, cash or other incentives to influence a business decision or to retain business with VF.	VF 授权工厂绝不能提供礼品、现金或其他奖励措施来影响业务决策或与 VF 保持业务关系。	Needs translation
61[1]	1:131	Principle 8	原则 8	Needs translation
62[1]	1:132	Principle 9	原则 9	Needs translation
63[1]	1:133	Principle 10	原则 10	Needs translation
64[1]	1:134	Principle 11	原则 11	Needs translation
65[1]	1:135	Principle 12	原则 12	Needs translation
66[1]	1:136	Principle 13	原则 13	Needs translation
67[1]	1:137	Principle 14	原则 14	Needs translation
68[1]	1:138	Principle 15	原则 15	Needs translation
69[1]	1:139	Principle 16	原则 16	Needs translation
70[1]	1:140	Principle 17	原则 17	Needs translation
71[1]	1:141	GLOBAL COMPLIANCE PRINCIPLES	全球合规原则	Needs translation
72[1]	1:143	Violations of these Global Compliance Principles will be appropriately remedied at the cost	违反这些全球合规原则将以工厂为代价进行适当补	Needs translation

		of the facility.	救。	
73[1]	1:144	VF reserves the right to take necessary measures to ensure future compliance with these Global Compliance Principles.	VF 保留采取必要措施以确保未来遵守这些全球合规原则的权利。	Needs translation
74[1]	1:145	Failure to comply with these Global Compliance Principles may result in termination of the relationship between VF and the Authorized Facility.	不遵守这些全球合规原则可能会终止 VF 与授权工厂之间的合作关系。	Needs translation
75[1]	1:146	November 2018	2018 年 11 月	Needs translation