

#	ID	en-US {en-US}	zh-TR {zh-TR}	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.	法律與道德商業慣例： <CharacterStyleRange> ¹ VF 授權工廠必須完全遵守所有適用的地方、州、聯邦、國家和國際法律、法規和規定，包括與工資、工時、雇傭、勞動、健康和環境、移民以及服裝業和鞋業相關的法律、法規和規定。	Needs translation
2[1]	1:23	VF Authorized Facilities must be ethical in their business practices.	VF 授權工廠的商業慣例必須符合道德標準。	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.	兒童/青少年勞工： <CharacterStyleRange> ¹ 不得雇用 15 歲以下或需完成所在製造國義務教育規定的年齡以下的任何人員，以較高年齡為準。	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 授權工廠必須遵守所有有關 18 歲以下雇員的法律要求，尤其是與工作時間和工作條件有關的要求。	Needs translation
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.	強迫性勞工： <CharacterStyleRange> ¹ VF 授權工廠不得使用非自願或強迫性勞工，包括契約勞工、抵債勞工或任何其他形式的強迫性勞工，其中涵蓋人口販運。	Needs translation
6[1]	1:30	Wages and Benefits:<CharacterStyleRange> ¹	工資和福利： <CharacterStyleRange> ¹ 每	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.	個工人都有權獲得正常工作周的報酬，其必須足夠滿足工人基本需求並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 授權工廠必須透過提供包含工資和福利的薪酬方案使員工獲得公平的報酬，這些工資和福利應至少符合法定最低標準或現行行業工資標準（以較高值為準），並應提供法律規定的所有福利。	Needs translation
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.	根據當地法律，必須以加班費的形式支付加班員工的全部報酬，還必須為每位員工提供每個工資週期的清晰書面帳單。	Needs translation
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.	如果報酬不符合工人的基本需求，亦沒有提供一些可自由支配的收入，VF 授權工廠應與 VF 合作進行改進，並採取其他適當措施，以試圖逐步實現合理的報酬水準。	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.	工作時間： <CharacterStyleRange> ¹ VF 授權工廠必須遵守其製造所在地區的正常工作時間和加班時間的法律限制。	Needs translation
11[1]	1:36	Employees must not be required, except in extraordinary circumstances, to work more than	除特殊情況外，不得要求員工每周工作超過 60 小時	Needs translation

		sixty hours per week including overtime or the local legal requirement, whichever is less.	(包括加班時間) 或當地法律要求的工作時間, 以較低值為準。	
12[1]	1:37	A regular work week shall not exceed 48 hours.	正常工作周不得超過 48 小時。	Needs translation
13[1]	1:38	All overtime must be consensual and not requested on a regular basis.	所有加班必須經由雙方同意, 而非定期規定。	Needs translation
14[1]	1:39	All employees will be entitled to at least 24 hours of consecutive rest in every seven-day period.	所有員工每七天有權連續休息至少 24 小時。	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.	結社自由和集體談判： <CharacterStyleRange> ¹ VF 授權工廠應承認並尊重員工結社自由和集體談判的權利。	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.	在自由結社和集體談判過程中, 不得對任何員工實施騷擾、恐嚇或報復。	Needs translation
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 授權工廠必須為員工提供乾淨、安全、健康的工作環境, 以防工作過程中產生或發生事故及損害健康。	Needs translation
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 授權工廠必須遵守其運營所在國家和社區內關於工作場所健康和安全的所有適用的法定標準。	Needs translation
19[1]	1:46	Principle 1	原則 1	Needs translation

20[1]	1:47	Principle 2	原則 2	Needs translation
21[1]	1:48	Principle 3	原則 3	Needs translation
22[1]	1:49	Principle 4	原則 4	Needs translation
23[1]	1:50	Principle 5	原則 5	Needs translation
24[1]	1:51	Principle 6	原則 6	Needs translation
25[1]	1:52	Principle 7	原則 7	Needs translation
26[1]	1:53	GLOBAL COMPLIANCE PRINCIPLES	全球合規原則	Needs translation
27[1]	1:54	For VF Authorized Facilities	適用於 VF 授權工廠	Needs translation
28[1]	1:57	At VF Corporation, we are a Purpose-led, performance-driven and value-creating organization.	在 VF 公司，我們是一個以目標為導向、以績效為動力、重視價值創造的組織。	Needs translation
29[1]	1:58	Our success is built on a culture of integrity, empathy, curiosity, perseverance and courage.	我們的成功建立在誠信、同理心、好奇心、毅力和勇氣的文化基礎之上。	Needs translation
30[1]	1:59	These values extend to the expectations we have of those with whom we do business.	我們對商業合作夥伴也持有同樣的價值觀期望。	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.	這些全球合規原則適用於為 VF 生產貨物的所有工廠、我們的任何子公司、部門或附屬公司，包括由 VF 和我們的承包商、代理商和供應商擁有和運營的設施，在本文件中稱為 VF 授權工廠。	Needs translation
32[1]	1:61	While these Global Compliance Principles set forth the basic requirements that must be met in	雖然這些全球合規原則規定了與我們開展業務必須	Needs translation

		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.	滿足的基本要求，但我們強烈建議 VF 授權工廠超越這些原則限制，在其所有工廠中推廣最佳規範和持續改進。	
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.	非歧視： <CharacterStyleRange> ¹ 就業（包括雇用、報酬、福利、晉升、解雇和退休）應基於能力而非任何其他個人特徵。	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 授權工廠不得基於種族、膚色、性別、年齡、國籍、種族、宗教、性取向、性別認同或表現、婚姻狀況、公民身份、殘疾狀況、受保護的退伍軍人身份、愛滋病毒/愛滋病狀況或任何其他受法律保護的因素歧視他人。	Needs translation
35[1]	1:97	Harassment: <CharacterStyleRange> ¹ VF Authorized Facilities must treat all employees with respect and dignity.	騷擾： <CharacterStyleRange> ¹ VF 授權工廠必須尊重所有員工。	Needs translation
36[1]	1:98	VF Authorized Facilities may not subject employees to corporal punishment, physical, sexual, psychological or verbal harassment or abuse.	VF 授權工廠不可對員工進行體罰，身體、性、心理或口頭騷擾或虐待。	Needs translation
37[1]	1:99	VF Authorized Facilities may not use monetary fines as a disciplinary practice.	VF 授權工廠不得將罰款作為紀律處分手段。	Needs translation
38[1]	1:101	Women’s Rights: <CharacterStyleRange> ¹ VF	婦女權利： <CharacterStyleRange> ¹ VF	Needs translation

		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.	授權工廠必須確保婦女工人獲得同等報酬，包括福利、平等待遇、對工作品質的平等評價，以及與男性員工享有平等的晉升機會。	
39[1]	1:102	Pregnancy tests will not be a condition of employment, nor will they be demanded of employees.	孕檢並非雇用條件，亦非對員工的要求。	Needs translation
40[1]	1:103	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.	休產假的員工（在當地和國家法律規定的期限內）不會面臨解雇或解雇、喪失工齡或扣減工資的威脅，且可在返回原先或相似工作崗位後享有同等報酬和福利。	Needs translation
41[1]	1:104	Workers will not be forced or pressured to use contraception.	工人不會被強迫使用避孕措施。	Needs translation
42[1]	1:105	Workers will not be exposed to hazards, including glues and solvents, which may endanger their safety, including their reproductive health.	工人不會接觸膠水和溶劑等危險物品，因為這可能威脅到他們的安全（包括生殖健康）。	Needs translation
43[1]	1:106	Facilities shall provide appropriate services and accommodation to women workers in connection with pregnancy.	工廠應為懷孕員工提供住宿以及其他相關服務。	Needs translation
44[1]	1:108	Subcontracting: <CharacterStyleRange> ¹ VF 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.	分包： <CharacterStyleRange> ¹ VF 授權工廠在未獲得 VF 書面批准的情況下及在分包商同意遵守這些全球合規原則之前，不得採用分包商生產的 VF 產品或部件。	Needs translation

45[1]	1:110	Worker Residence (Dormitory): <CharacterStyleRange> ¹ Dormitories of VF Authorized Facilities must provide a clean, safe and healthy residence environment.	職工住宅（宿舍）： <CharacterStyleRange> ¹ VF 授權工廠宿舍必須為員工提供乾淨、安全、健康的居住環境。	Needs translation
46[1]	1:111	The dormitory design must provide adequate privacy, security and freedom of movement for all occupants.	宿舍設計必須足以保護所有居住者的隱私和安全，並能自由進出。	Needs translation
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.	宿舍設施必須符合業務運營所在國家和社區關於公共住所的所有適用法定標準。	Needs translation
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.	工廠安保： <CharacterStyleRange> ¹ 所有 VF 授權工廠必須制定工廠安保規程，以防未被列於載貨清單上的貨物出貨。	Needs translation
49[1]	1:115	Such items would include drugs, biological agents, explosives, weapons, radioactive materials, undocumented migrants/stowaways and other contraband.	這些貨物包括毒品、生物製劑、爆炸物、武器、放射性材料、非法移民/偷渡者和其他違禁品。	Needs translation
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.	產品標籤： <CharacterStyleRange> ¹ 所有 VF 授權工廠必須根據美國法律和製造國法律，在原產國準確標注我們的產品。	Needs translation
51[1]	1:118	For products shipped to countries other than the United States, the laws of the importing country will prevail.	對於運往美國以外的國家的產品，將以進口國的法律為準。	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.	環境： <CharacterStyleRange> ¹ VF 授權工廠必須遵守其業務運營所在國家的所有環境保護法律和法規。	Needs translation
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.	工廠應制定相應政策和規程，以確保在能源、空氣排放、水、廢物、有害物質和其他重大環境風險方面將環境影響降至最低。	Needs translation
54[1]	1:122	Facilities are expected to make sustainable improvements in environmental performance and require the same of their suppliers and subcontractors.	預計工廠將在環境績效方面實現可持續改進，並要求其供應商和分包商取得同樣的進步。	Needs translation
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.	工作場所標準通知： <CharacterStyleRange> ¹ VF 授權工廠應該口頭通知員工有關工作場所的所有標準，或在顯眼位置張貼標準，以及透過其他方式經常就相關標準對員工進行培訓。	Needs translation
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.	監督和合規： <CharacterStyleRange> ¹ VF 授權工廠必須在廠址保留所有必要的文件，以證明其遵從全球合規原則。	Needs translation
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 及其子公司將採取積極措施，例如事先通知和未經事先通知的生產設施現場檢查，以監督對全球合規原則的遵守情況。	Needs translation

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.	在監督訪問期間，VF 授權工廠必須允許 VF 代表全面檢查生產設施、員工記錄，並可以與員工進行保密交談。	Needs translation
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 授權工廠必須迅速回覆 VF 代表對審計中涉及的主題的合理詢問。	Needs translation
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 授權工廠絕不能提供禮品、現金或其他獎勵措施來影響業務決策或與 VF 保持業務關係。	Needs translation
61[1]	1:131	Principle 8	原則 8	Needs translation
62[1]	1:132	Principle 9	原則 9	Needs translation
63[1]	1:133	Principle 10	原則 10	Needs translation
64[1]	1:134	Principle 11	原則 11	Needs translation
65[1]	1:135	Principle 12	原則 12	Needs translation
66[1]	1:136	Principle 13	原則 13	Needs translation
67[1]	1:137	Principle 14	原則 14	Needs translation
68[1]	1:138	Principle 15	原則 15	Needs translation
69[1]	1:139	Principle 16	原則 16	Needs translation
70[1]	1:140	Principle 17	原則 17	Needs translation
71[1]	1:141	GLOBAL COMPLIANCE PRINCIPLES	全球合規原則	Needs translation
72[1]	1:143	Violations of these Global Compliance Principles will be appropriately remedied at the cost	違反這些全球合規原則將由工廠自行承擔適當補救	Needs translation

		of the facility.	事宜。	
73[1]	1:144	VF reserves the right to take necessary measures to ensure future compliance with these Global Compliance Principles.	VF 保留採取必要措施以確保未來遵守這些全球合規原則的權利。	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.	不遵守這些全球合規原則可能會終止 VF 與授權工廠之間的合作關係。	Needs translation
75[1]	1:146	November 2018	2018 年 11 月	Needs translation