

WFSGI PLEDGE

FOR THE FIFA QUALITY PROGRAMME



What is the WFSGI Pledge?

The WFSGI Pledge is a tool to ensure that FIFA certified footballs and artificial turf are produced in compliance with the WFSGI Code of Conduct outlining internationally recognized labour standards. The project was initiated in 1997 with the goal to eliminate child labour in football stitching in Pakistan and India, and over the years has been extended to cover internationally recognized labour standards and embrace global production of FIFA certified products.

How can I obtain the Pledge?

To launch the Pledge application procedure, please contact the WFSGI by email pledge@wfsqi.org. The WFSGI Team will provide you with detailed information about all the requirements but, to put it simply, there are three major steps to take:

STEP 1

PLEDGE FORM

For each Pledge request WFSGI will provide you with a uniquely numbered Pledge form, which has to be duly completed, signed by both the FIFA Licensee (applicant) and its manufacturer on every page of the document, and returned to the WFSGI. You can see an example of this document below.

STEP 2

SOCIAL AUDIT REPORT

The Licensee (applicant) will provide a social audit report proving its manufacturer's compliance with the WFSGI Code of Conduct. The report must:

- Be not older than one year
- Issued by an international and well recognized auditing company (such as SGS, UL, Bureau Veritas, Intertek, etc.)
- Cover all principles outlined in the [WFSGI Code of Conduct \(Chinese version\)](#)
- Issued in English
- Be owned (paid) by the Licensee (applicant) or the manufacturer

STEP 3


PAYMENT OF THE PLEDGE SERVICE FEE

After the WFSGI confirms that both the Pledge form and the social audit report meet the WFSGI Pledge requirements, they will issue the invoice of 1,500 CHF (Swiss Francs).

- WFSGI Members: if your company is a WFSGI member and has paid its annual membership fee, no additional fee will apply.
- Other companies: the fee is payable in full upon the receipt of the invoice and WFSGI will only issue the Pledge after the payment has been credited to their account.

After the requirements outlined above are fulfilled, the WFSGI will issue the Pledge and forward all the documents directly to FIFA. The Pledge will be valid for one year and will have to be renewed on annual basis.

The WFSGI Team will be happy to provide you with more information. If you have any questions, please do not hesitate to write to pledge@wfsqi.org



WFSGI PLEDGE
FOR THE FIFA QUALITY PROGRAMME - FOOTBALLS

The companies mentioned below are committed to comply fully with the WFSGI Code of Conduct, which aims to eliminate poor working conditions and child labour as well as improve environmental performance in any part of the production of footballs. By signing all four pages of this WFSGI Pledge Form both the FIFA Licensee and its Manufacturer mentioned below hereby confirm to have read, understood and accepted all terms and conditions of the WFSGI Guidance Manual & Agreement, and do hereby undertake to fully comply with WFSGI Code of Conduct. This Pledge applies solely to the Manufacturer listed below.

To be filled in by the FIFA Licensee:

Name of the FIFA Licensee _____
 Brand(s) _____
 Address _____
 City / Zip Code / Country _____
 Telephone _____
 Email _____

Are you working with a Trading Company? No Yes, if yes, please indicate:

Name of Trading Company _____
 Address _____
 City / Zip Code / Country _____
 Telephone _____
 Email _____

Yes, I have read, understood, accepted and I adhere to the provisions set forth in the WFSGI Guidance Manual & Agreement.

Date, Name and Signature of the Proxy Holder: _____

To be filled in by the Manufacturer:


Name of the Manufacturer _____
 Name of Sub-Contractor(s) _____
 Address of Production Place _____
 City / Zip Code / Country _____
 Telephone _____
 Email _____

Date, Name and Signature of the Owner: _____

Please send the full document (4 pages) back to the World Federation of the Sporting Goods Industry (WFSGI) by fax +41 31 939 60 69 or by email to pledge@wfsgi.org. Upon verification the WFSGI will approve and forward this information to the FIFA Quality Programme department.

¹ company that acts as an intermediary between the FIFA Licensee and its Manufacturer.
² person legally authorized to act on behalf of the company. This implies that the agent has usually the power to sign off the official documents for the account of the company.

WFSGI – WORLD FEDERATION OF THE SPORTING GOODS INDUSTRY
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WFSGI CODE OF CONDUCT GUIDING PRINCIPLES
AS APPROVED BY THE WFSGI GENERAL ASSEMBLY IN MUNICH, GERMANY, ON 23RD JANUARY 2016

INTRODUCTION

The World Federation of the Sporting Goods Industry (WFSGI) was formed in 1978 to promote the world's sporting activities, to standardise the size of equipment and the rules of sport, to improve the standards of quality for sporting goods and to promote responsible and sustainable practices in sporting goods internationally. Today the WFSGI consists of a diverse global membership including brands, manufacturers, retailers and national & regional sports federations ("members").

The ideals of the WFSGI are the ideals of sport, and the organisation seeks to promote fairness, honesty, mutual understanding and high ethical standards. WFSGI is committed to fostering a sports industry in which members actively build business partnerships with those who share the values of sport and take responsibility for making the values real through active engagement.

WFSGI members recognize the important role they play in the global economy and their influence on the social and economic conditions under which sporting goods are produced. That influence is exercised both through their actions as employees, and, far more profoundly, through their decisions as customers of companies that serve as suppliers of goods and services ("suppliers").

For the purpose of this Code "employer" refers to both members and suppliers when they are responsible for employees.

The Principles of the WFSGI Code of Conduct are based on relevant Conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights and internationally accepted occupational health and safety standards.

The purpose of the Code is to guide WFSGI members in the standards and practices expected in the workplaces that they operate or contract from.

WFSGI also acknowledges that companies operate under different legal, economic, social and cultural environments and these differences merit understanding and respect. Nevertheless, the WFSGI Code of Conduct applies to all WFSGI members, their suppliers and any authorised sub-contractors involved in the production process.

I. LEGAL COMPLIANCE


Member companies and their suppliers must operate in full compliance with national and local laws, rules and regulations relevant to their business operations including but not restricted to employment, environment and health and safety.

II. WORKING CONDITIONS

Local industry standards should prevail when higher than the local legal requirements. In countries where the legal requirements fall short of internationally recognised standards, it is recommended that members should apply the following minimum criteria:

Signature FIFA Licensee _____ Signature Manufacturer _____

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1. Forced Labour
Employers shall not use forced labour, whether in the form of prison labour, indentured labour, bonded labour, or other employment. No employee can be compelled to work through force, the threat of force, or intimidation of any form.

2. Non-discrimination
No person shall be subject to any discrimination in employment, included in hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin. Foreign or domestic migrant labour shall be treated on an equal basis with local employees.

3. Freedom of Association and Collective Bargaining
The rights of workers to join (or not to join) organisations and associations of their own choosing without penalty and interference, and to bargain collectively shall be recognised and respected. Where the right to freedom of association and collective bargaining is restricted under law, the employer shall consider the development of parallel means for independent and free association and bargaining.

4. Wages and Benefits
Employees shall be fully and legally compensated for all hours worked. In all cases, wages must equal or exceed the minimum wage or the industry wage, whichever is higher and all legally mandated benefits including insurances, holidays and leave shall be provided. In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at the rate legally required in the country of operation or, in those countries where such laws do not exist, at a rate exceeding their regular hourly compensation rate.

5. Hours of Work
Employees shall not be required, except in extraordinary business circumstances, to work in excess of 60 hours (including overtime) per week, or the local legal requirement, whichever is less. Overtime work must be voluntary. Employees shall be allowed to at least twenty four (24) consecutive hours rest within every seven day period.


6. Regular Employment
Employees shall be employed on the basis of a recognised employment relationship established through national law and practice. Obligations of employers shall not be avoided through the excessive use of temporary contracts, subcontracting or apprenticeship schemes.

7. Child Labour
No person shall be employed at an age younger than 15 (or 14 where the country of operation allows), or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. All legal requirements for employees under 18 shall be followed and no person under the age of 18 shall be engaged in hazardous work or conditions, or any work at night.

8. Health and Safety
A safe and hygienic working environment shall be provided, and occupational health and safety practices which prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities shall be promoted. This includes safe buildings, fire protection, electrical safety, safe use of hazardous substances and correct use of personal protective equipment. Lighting, heating and ventilation systems should be adequate.

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Employees should have access to adequate sanitary facilities and potable water at all times. The workplace shall have safety and health policies and procedures that are clearly communicated to the all employees. All standards shall apply to employee residential facilities, where provided by employers.

9. Harassment or abuse
Every employee shall be treated with respect and dignity and has the right to a workplace free from physical, sexual, psychological or verbal harassment or abuse.

III. ENVIRONMENT
Members and their suppliers shall aim for progressive improvement in their environmental performance. This includes:

- Responsible use of natural resources such as energy and water
- Responsible management and reduction in the use and disposal of hazardous chemicals
- Reducing, minimising and avoiding pollution and waste including solids, liquid and air emissions
- Designing and developing products, materials and technologies according to sustainable principles
- Integrating principles of sustainability into business decisions and practices.

IV. SUBCONTRACTORS
Members and their suppliers shall have full knowledge of subcontractors in their supply chain. All declared and approved subcontractors must comply with this Code.

V. COMMUNITY INVOLVEMENT
Members and their suppliers recognise the economic and social impact of their work and commit to improving conditions in the wider communities in which they operate.

VI. COMPANY SPECIFIC STANDARDS
Members are encouraged to draw up their own specific code of ethical conduct, if they have not already done so, building on the above standards.

VII. VERIFICATION & COMPLIANCE
These Principles have been adopted by WFSGI to provide guidance for members and suppliers to ensure their business operations responsibly. Members shall take steps to ensure compliance with these standards in their own operations and in those of their suppliers. Where there are instances of non-compliance (e.g. significant and/or persistent breaches) whether found by internal or independent external monitors, members shall ensure timely and reasonable remediation of such non-compliance, and ensure that adequate steps are taken to prevent recurrence and/or occurrence in other organisations. WFSGI reserves the right to require members to report regularly on the steps they are taking to ensure compliance with this Code and responsible business practices more broadly.

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