



Decorator Standards and Procedures

Network Decorator Code of Conduct

This document outlines the key compliance guidelines for the operations of a screen printing, embroidery, and fulfillment warehouse. It aims to provide clarity on the standards, ethical practices, and legal obligations that must be followed to ensure high-quality products and safe working conditions.

1. Code of Conduct

The warehouse is committed to maintaining a responsible and ethical workplace. The Code of Conduct includes the following principles:

- Ethical Labor Practices:
 - The warehouse shall employ workers in accordance with all local, state, and national labor laws.
 - Workers shall be treated with respect, dignity, and fairness, free from discrimination or harassment.
 - Child labor and forced labor are strictly prohibited.
 - Employees are entitled to a safe, non-coercive work environment with the ability to exercise freedom of association and the right to organize.
- Respect for Human Rights:
 - All employees shall be provided with proper working conditions, including adequate safety measures and access to health care.
 - Pay and working hours must comply with relevant laws and industry standards.
- Environmental Responsibility:
 - The warehouse commits to minimizing its environmental impact through energy conservation, waste reduction, and responsible sourcing of materials.
 - Compliance with environmental regulations regarding air quality, water usage, and waste disposal is required.
- Anti-Corruption and Transparency:
 - Employees must avoid conflicts of interest and comply with anti-corruption laws in all dealings with customers, vendors, and suppliers.
 - Any form of bribery, kickbacks, or unethical business practices is prohibited.

2. Product Safety Standards

The warehouse must adhere to the following product safety guidelines to ensure that all products are safe for consumers:

- Material Safety:
 - All materials used in screen printing, embroidery, and fulfillment (e.g., inks, dyes, fabrics) must meet safety and health standards and must be free of hazardous substances.
 - Compliance with all applicable regulations, such as the Consumer Product Safety Improvement Act (CPSIA) and California Proposition 65, is required.
- Labeling and Packaging:
 - All products must be properly labeled with size, care instructions, and relevant safety warnings (e.g., choking hazards).
 - Packaging materials should be non-toxic and environmentally friendly, when possible.
 - Compliance with International Standards:
 - Ensure all products meet the safety standards for the intended market (e.g., ASTM, EN71 for toys, and ISO standards).



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3. Industry Standards Compliance

The warehouse shall meet or exceed the following industry standards:

- Screen Printing:
 - Screen printing machines and equipment must be regularly maintained and calibrated for consistent quality output.
- Embroidery:
 - Embroidery machines and equipment must be regularly maintained and calibrated for consistent quality output.
- Fulfillment:
 - All fulfillment practices must adhere to customer order accuracy, packing integrity, and shipping timeframes.

4. Health and Safety Standards

- Workplace Safety:
 - The warehouse must comply with all Occupational Safety and Health Administration (OSHA) regulations or equivalent local safety standards.
 - Employees must be trained in emergency procedures, the use of personal protective equipment (PPE), and safe operation of machinery.
- Fire Safety:
 - Fire extinguishers, emergency exits, and fire alarms must be readily accessible.
 - Employees must be trained in fire safety protocols.
- First Aid and Emergency Response:
 - Adequate first aid supplies must be available, and employees should be trained to handle minor injuries.

5. Audits, Monitoring, and Enforcement

- Compliance Audits:
 - The warehouse will conduct regular internal audits to assess compliance with all relevant laws, standards, and this Code of Conduct.
 - Third-party audits may be requested to verify compliance.
- Corrective Action Plan:
 - In the event of a compliance breach, a corrective action plan must be developed and executed to address the issue. This may include employee retraining, improvements in processes, or changes in equipment.

6. Conclusion

The warehouse is committed to ensuring that all operations are conducted in a safe, ethical, and compliant manner. By adhering to these standards, the warehouse will not only meet legal and industry requirements but also contribute to the well-being of its employees, customers, and the environment.

Signed,

The Decoration & Fulfillment Alliance

