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Forever 21 employee handbook dress code

Skip to the main content FOREVER 21 is always looking for talented, hardworking people to join our team. If you have what it takes, check out our current openings below or shade in any of our stores and fill out the app today. You certainly often appear that opportunities change every day. CURRENT OPENINGS STORE JOB/EVENT FAIRS Just as the consumer has a choice, at Forever 21 we take our business choices seriously, including how we get the products we sell. We strive to have a positive impact not only within our stores and corporate family, but also on the environment and hundreds of manufacturing facilities of suppliers around the world and their employees. We see these choices as part of the work in progress as we constantly strive to improve in each of these areas. I. Environmental Protection: Forever 21's provides 100% recyclable multi-use plastic and paper bags in many of its BYOB In-store Programs: For every customer who uses their own bag to make a purchase, Forever 21 will donate \$0.05 to the American Forest Association Headquarters in Los Angeles is the site of one of California's largest solar power plants We will continue to transport products by sea versus airfreight to help reduce carbon emissions New Forever 21 stores include energy efficient lighting systems to significantly reduce energy consumption Dispatch boxes are recycled daily at our distribution center and in Forever 21 stores is currently developing clothing collections using environmentally friendly Materials II. Worker Rights & Protection Forever 21 insists that all product suppliers ensure that their employees work in safe and healthy environments and that their legal rights are respected and protected. Forever 21 also shares the goal of eliminating child labour and forced labour. Supplier Review Program: To meet these goals, all Forever 21 suppliers must agree to their Social Responsibility Code of Conduct. In addition, our socially responsible work program includes the Forever 21 Supplier Audit Program. While many of our suppliers have been working with Forever 21 for a number of years and are reliable, all suppliers and suppliers must provide factory contact details and all factories must participate in the audit program. Important elements of this program: Forever 21 enters into a comprehensive agreement with each of our suppliers and their factories under which they promise to use legally qualified workers, pay them wages that are fair and legal under their jurisdiction, and provide an environment that complies with their legal requirements. Our agreement also covers issues of leisure, the right to free association and movement, non-discrimination, environmental protection and security. Our agreement expressly prohibits human trafficking and the use of forced, slave, child or work, or work from closed or libertaria countries. Countries. Supplier compliance standards have been developed to comply with industry standards, local labour laws, the UN Declaration of Human Rights and the ILO Core Conventions. We use highly trained factory auditors to implement our strict social standards and requirements. Auditors conduct this implementation by conducting inspections of our non-U.S. active manufacturing facilities at random to ensure that social supplier compliance standards are understood, respected and followed. After each visit to the factory, auditors prepare a written evaluation of the factory, including any action items that may need to be corrected before the next visit. We are also doing our best to provide ongoing information, advice and support on fair work, health and safety and related issues. Our goal is to work with suppliers and their factories to help them improve and ensure consistent compliance. We believe that this process helps to guard against potential unsafe conditions, workplace injuries or mistreatment and discrimination, and also results in an overall improvement in factory efficiency and product quality standards of our suppliers. Supplier Agreement: Forever 21 suppliers require that our supplier's production facilities with which we operate comply with safety and human rights standards. Forever 21 does not produce its own goods. Forever 21 instead buys goods from suppliers who are required to follow our policies and procedures that explicitly prohibit the use of forced, slave, child or prison labor or work from closed or freedoms of restricted countries (namely the Democratic People's Republic of Korea (North Korea), to produce the clothing, shoes and accessories we sell. We have a rigorous vetting process when we first start a business with new suppliers. We also require all our suppliers to sign our Supplier Agreement (Supplier Agreement relating to compliance with Labour and Employment Law (VARCLEL)). Agreeing to the terms of the Supplier Agreement, suppliers confirm, inter alia, that they will state: Do not discriminate on the basis of national origin, race, gender, marital status, religion, age, disability, medical condition, veteran status and sexual orientation in any employment claim relating to their workforce; Do not employ or use forced, slave, child or prison work or work from closed or freedom-restricted countries; Compliance with all local wage and working time laws – including paying at least the minimum wage, paying overtime, etc.; ensure a safe working and working environment; Provide a clean and reusable workspace; Maintaining adequate insurance (workers' benefits, disability, etc.); and do not encourage any work on other objects. III. Ethical Fur-free politics: Forever 21 established a permanent fur-free policy in 2004. We worked with PETA to meet the guidelines to avoid cruelty to and continue to look for ways to improve. Angora ban: Forever 21 established a permanent ban on Angora (bunny hair) in 2014. We worked with PETA to meet the guidelines to avoid animal cruelty and continue to look for ways to improve. No Mohair: The company has imposed a permanent mohair ban effective on 1 January 2020 as a result of reports that goat farmers in South Africa, where a significant percentage of mohair comes from, are injuring or abusing goats. Cotton Pledge: Forever 21 is fully aligned with the spirit and purpose of the Cotton Pledge Responsible Sourcing Network. Forever 21 was signed by the Cotton Pledge effective October 7, 2015. Forever 21 commitment to this issue is not new. Since 2010, Forever 21 has worked to make sure none of its third-party suppliers knowingly gets their cotton supply from Uzbekistan. IV. Charitable programs at Forever 21, one of our core values is encouraging benefits and providing assistance to those most in need. We always find ways to help our local communities and partner with charities of all proportions. Over the years, we have carried a product that has helped various organizations, such as Give to Love, Love to Give. We have also developed collaborative products with income to benefit charities. The current exciting project is with the level of project for the development of a collaborative product line. Project Level is an amazing nonprofit organization that nurtures the creative needs of at-risk and under-served youth in a city in the San Francisco Bay Area. When we team up with an organization on a specific collection, a portion of the proceeds are donated to a particular charity. We continue to support Boys & Girls Clubs and Girls Inc. significant donations. At home, Forever 21 is an avid and consistent supporter of the local community near the company's Headquarters in Los Angeles. For example, the company has funded college scholarships and supported summer camp opportunities for local youth in the neighborhood and continues to support the Los Angeles Police Department's Hollenbeck PAL program. California Supply Chain Transparency Act: Forever 21 is committed to ethical business and we expect our suppliers to share that same commitment. To this end, Forever 21 has a global ethics program to prevent violent, exploitative or illegal workplace conditions and prevent human trafficking and slavery. All suppliers are required to participate in the program as a condition of doing business with our company. We regularly assess and address the risks of human trafficking and slavery in product supply chains through internal inspectors in charge of investigating internal or third reports of this nature. We audit our suppliers through internal and third-party inspectors who assess compliance with company standards trafficking and slavery, using both announced and unannounced audits. In the United States, we work with the Department of Work on supplier compliance with wage and hours laws. We require our direct suppliers to confirm that the materials are embedded in products supplied by Forever 21 in accordance with the company's laws and standards regarding slavery and human trafficking. We maintain internal accountability standards and procedures for employees and contractors who do not meet company standards in terms of slavery and human trafficking. We provide training to certain employees and management on detecting and implementing anti-slavery and human trafficking procedures. Just as the consumer has a choice, at Forever 21 we take our business choices seriously, including how we get the products we sell. 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