

Over the past 30 years of our company history, we have had three phases of how we look at corporate social responsibility. In the beginning our approach was “just do something” and from there I have been focused on taking that to mean “doing the least harm” to now our approach is closer to “doing the most good.”

Our corporate successes are grounded in our entrepreneurial beginnings. We have structured our organization to support this by keeping the layers of decision-making to a minimum. We give our employees the room to show initiative and see that their ideas are valued. We also realize that knowledge, innovation and learning can come from anywhere, so we reach out to collaborate and find inspiration not just within our industry but also beyond it.

I have made it clear to everyone that we are taking a long-term approach to our corporate responsibility efforts, as they empower us to invest in programs and processes that raise the bar and further sustainability, even in challenging times.

Ultimately, as Tri-Versa-Global, and personally, I want to leave a legacy behind that we can feel good about because we care about our employees and our customers. We have families working here and because of that I have made it a priority to discover more community organizations we can assist. We celebrate our employees’ cultures and they share in our successes. We donate product to organizations on a corporate and individual level because we can and we know we should.

Our ambitions and character as a business can be found in the following CSR statement. While a sound corporate responsibility program is good business, it’s not enough. I hope this statement will inspire you, spark discussion and reveal further possibilities for others and ourselves. That is when I will consider us to be truly successful.

Sincerely,
Joel Kleinberg
President and CEO
Tri-Versa-Global Inc.

Tri-Versa Global has a tradition of conducting its business in an ethical manner that reflects respect for the public franchise under which we operate. As a business that operates throughout North America, Tri-Versa Global is concerned with the state of human rights and environmental degradation. Tri-Versa Global partners only with vendors that are transparent with the conditions of the factories used in their production.

Since its beginning, Tri-Versa-Global only works with accredited third party companies to ensure its business partners are socially compliant with all applicable international and local laws.

Employment Relationship

Tri-Versa-Global vendors shall adopt and adhere to rules and conditions of employment that respect workers and at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Discriminatory Practices

Tri-Versa-Global recognizes and respects cultural differences found in the worldwide marketplace. No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

Harassment or Abuse

Tri-Versa-Global expects vendors to treat every employee with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Forced or Compulsory Labor

Tri-Versa-Global partners only with vendors which allow workers to accept their employment voluntarily. There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

Child Labor

Tri-Versa Global partners only with vendors who take a strong stance against the use of child labor. Vendors are expected to comply with local and international laws in defining the term "Child". No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

Human Trafficking and Slavery

Tri-Versa-Global will not partner with vendors who engage in or support the use of human trafficking or slavery within their organizations and/or their international supply chain.

Freedom of Association and Collective Bargaining

Tri-Versa-Global adopts an open attitude toward worker's rights and their freedom to associate with others, form, and join (or abstain from joining) organizations of their choice, collective bargaining, without interference, discrimination, retaliation, or harassment. Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Health, Safety and Environment

Tri-Versa-Global vendors shall provide a safe and healthy workplace setting to 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 employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

Working Hours and Overtime

Tri-Versa-Global insists its vendors to not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of the regular and overtime hours in a week shall not exceed 60 hours.

Fair Wages

Tri-Versa-Global partners with vendors who share our commitment to the betterment of wage and benefit levels that address the basic needs of workers and their families. 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. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract.

Product Safety

Tri-Versa Global is committed to aligning themselves with only those vendors dedicated to ensuring the health and safety of our customers. Merchandise manufactured on behalf of Tri-Versa-Global must meet or exceed all applicable U.S. and Canadian government product safety and quality standards.

Corruption and Bribery

Tri-Versa Global is committed to acting professionally, fairly and honestly in all our business operations. Tri-Versa-Global prohibits the offering, giving, solicitation or the acceptance of any bribe or corrupt incentive in any form.