

# Nudie JEANS CO

## CODE OF CONDUCT – PREFACE

Most companies demand a good product and high quality at a reasonable price from their suppliers. We at Nudie Jeans also believe in taking greater responsibility for our actions. This includes much more than just good products at the right price.

Our consumers are not just interested in the quality of the products they buy; they also care about the work behind the brand and the social and environmental conditions of its production.

We at Nudie Jeans want sustainable, healthy development for people and the environment. We want to help improve conditions in the garment industry.

That's why we want everyone who works with us to be concerned about human rights, wages, working hours and social accountability.

### **CHOICE OF SUPPLIER AND THE SUPPLIER'S RESPONSIBILITY**

We at Nudie Jeans and our suppliers share great responsibility towards all people involved in producing our products.

Nudie Jeans requires that its suppliers guarantee good working conditions and a good working environment in manufacturing.

Our responsibility is to select those suppliers who can guarantee that no one working with our production – at the suppliers or sub-suppliers – is denied basic human rights or suffers any injury.

Our conscious choice of suppliers is based on long-term relationships and personal confidence. The choice of manufacturing country is a basic guarantee.

We at Nudie Jeans are convinced that our suppliers and sub-suppliers already do much more for working conditions and the environment than the minimum requirements. We are proud of our relationships and want to continue being proud.

We expect participation and dedication in this collaboration. By asking our suppliers to provide Nudie Jeans with reports, action plans and certifications, we can work together to develop this proud tradition and share it with our concerned customers and consumers.

Our goal is that all suppliers will be certified to SA8000, the international standard for social accountability.

### **CODE OF CONDUCT**

We think it is very important to take responsibility for our actions, and we want to make this perfectly clear to all of our suppliers and sub-suppliers,

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## CODE OF BEHAVIOUR – PREFACE

our staff, agents, distributors and other parties. To ensure that the Nudie Jeans products we sell are produced responsibly, we have compiled a code of conduct, which applies to all parts of the chain.

### **ENVIRONMENTAL REQUIREMENTS**

Nudie Jeans wants to contribute and influence society towards sustainable development and minimising the environmental impact of production.

Therefore, we will present our requirements and wishes regarding environmental impact in a separate policy document. We want to work closely with our suppliers on this. We want to maintain a dialogue on existing problems and our opportunities to influence things in the right direction.

### **INTRODUCTION**

We at Nudie Jeans want our suppliers to guarantee good working conditions and a good working environment in manufacturing. To ensure that the goods we sell are produced responsibly, we have generated a code of conduct.

The code of conduct is based on international regulations set by the International Labour Organisation (ILO) and the UN Universal Declaration of Human Rights.

The code of conduct applies to Nudie Jeans and to our suppliers and their sub-suppliers.

Nudie Jeans is aware that there are cultural and legislative differences between countries. The code of conduct contains the basic requirements we demand of all of our suppliers and sub-suppliers.

If the code of conduct is not followed, the conditions must be improved. Non-improvement of conditions can be grounds for termination of our collaboration and any contracts with the supplier.

### **LEGAL REQUIREMENTS**

All of our suppliers and sub-suppliers must follow the national legislation and regulations in the countries where they work.

If any of Nudie Jeans' requirements contradicts national legislation, the law applies. If this occurs, the supplier must inform Nudie Jeans.

The requirements Nudie Jeans makes in its code of conduct can be more far-reaching than the national legislation.

### **EMPLOYEE RIGHTS**

All employees shall have the right to organise and to negotiate collectively with their employer.

No employee shall be discriminated on the grounds of gender, race, religious affiliation, functional disability, sexual preference or ethnic background.

All employees are entitled to an employment contract.

Wages shall be paid out regularly and be reasonable in relation to the amount of work.

The national minimum wage is the lowest accepted wage, not a recommended minimum.

All employees shall be covered by applicable national and private insurance.

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Working hours must not exceed the legal limit. Overtime shall be voluntary and paid.

All employees shall be entitled to contractual holidays and sick leave with no negative repercussions.

All employees shall be entitled to parental leave without negative repercussions. Pregnancy may not under any circumstances be considered grounds for termination.

### **CHILD LABOUR**

Nudie Jeans does not accept the economic exploitation of children. According to the UN Convention on the Rights of the Child, people are considered children until the day they turn 18.

Nudie Jeans does not accept employees under age 15. If a supplier has employees aged 15–18, they must be treated with special consideration, with working hours and tasks adapted to their low age.

### **SAFETY AND WORKING ENVIRONMENT**

Nudie Jeans requires that employee safety is always top priority. It is the supplier's responsibility to ensure that the working environment is safe and healthy. No hazardous equipment or facilities are permitted. Production facilities must have wide, clearly marked exits and emergency exits.

A fire alarm and fire extinguishers must be easily accessible on every floor.

First aid equipment must be easily accessible and at least one person in each division should be trained in giving first aid.

If an injury occurs at work, the employer shall fund all medical costs that are not covered by the insurance.

Lighting, heating and ventilation systems shall be designed to ensure a good working environment. The employees shall have access to a sufficient number of clean toilets.

### **ENVIRONMENT**

Nudie Jeans wants to contribute to long-term sustainable development and minimise the environmental impact of production. We demand that our suppliers and sub-suppliers follow applicable legislation and regulations regarding the environment.

### **INSPECTIONS**

To ensure that the code of conduct is followed, Nudie Jeans reserves the right to, at any time, send representatives or external auditors to inspect the suppliers and sub-suppliers who produce goods for us.

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## CODE OF CONDUCT

The undersigned hereby confirms that:

- We have read the Nudie Jeans code of conduct and accept the terms required of us as suppliers and of our sub-suppliers.
- We accept that Nudie Jeans, a representative of Nudie Jeans or an external auditor may visit the facilities where goods are produced for Nudie Jeans.
- We accept that if the code of conduct is not followed, this may result in our contracts being declared void.

Date ..... Company .....

Signature ..... Stamp

Name ..... Address.....

Position/title ..... Country .....

The requirements in the code of conduct are minimum requirements. We are certain that many of our suppliers have even higher demands of themselves. Therefore, we want you to provide us with the relevant certifications and reports to confirm this.

Certifications & reports attached to this agreement:

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