

AB BLÅKLÄDER'S SUPPLIER CODE OF CONDUCT

This Code of Conduct applies to all the Supplier/s involved in the manufacturing or supply of products to AB Blåkläder. Whilst AB Blåkläder recognizes that there are different legal and cultural environments in which factories operate throughout the world, this Code of Conduct sets forth the basic requirements that all the Supplier/s must meet in order to do business with AB Blåkläder.

The conditions set out in the Code of Conduct are merely minimum requirements.

The Supplier/s must observe relevant UN Conventions and International Agreements, for example ILO conventions 29 (Forced Labour), 87 (Freedom of Association), 98 (Right to Organise and Collective Bargaining), 100 (Equal Remuneration), 105 (Abolition of Forced Labour), 111 (Discrimination), 138 (Minimum Age) and 182 (Worst Forms of Child Labour). Other established social rules and principles of Public International Law than the ones mentioned in this Code of Conduct shall also be regarded as included in and covered by this Code of Conduct.

AB Blåkläder's direct Supplier/s are responsible for all factories involved in the manufacturing of the products to Blåkläder and that all involved Producers and Subcontractors are in compliance with this Code of Conduct.

1. GENERAL PRINCIPLE

The Supplier/s that manufacture products to Blåkläder shall operate in full compliance with all applicable laws, rules and regulations, including those relating to labour, workers' health and safety. Should any of the following requirements in this Code of Conduct be in violation of applicable mandatory national law in any country or territory, the national law shall always apply prior to this Code. In such a case, the Supplier/s must inform Blåkläder immediately when receiving this Code of Conduct or when the relevant mandatory national law is implemented.

However, it must be stressed that the requirements by Blåkläder in this Code of Conduct may not be limited to the requirements of non-mandatory national law.

The Supplier/s shall allow Blåkläder and/or any of its representatives unrestricted access to its, and its sub-supplier's/s', facilities and to all relevant records at all times, whether notice is provided in advance by Blåkläder or its representatives or not.

2. DISCRIMINATION

The Supplier/s shall employ workers on the basis of their ability to do the job, and never on the basis of their beliefs, race, colour, gender, nationality, religion, age, maternity, marital status or any other personal characteristics.

The Supplier/s shall pay workers wages and provide benefits without any regard what so ever to beliefs, race, colour, gender, nationality, religion, age, maternity, marital status or any other personal characteristics.

3. CHILD LABOUR

A "child", in this context, is a person younger than fifteen (15) years of age or, as an exception, fourteen (14) years in countries covered by article 2.4 in the ILO convention No. 138 (Minimum Age).

The Supplier/s shall not use child labour, in violation of the local laws of the countries of the Supplier/s or by the United Nations Convention of the Rights of the Child, Article 32.1.

The Supplier/s are encouraged to develop lawful workplace apprenticeship programs for the educational benefit of their workers, provided that all participants meet the minimum legal age requirement.

Every worker employed by the Supplier/s shall meet the applicable minimum legal age requirement.

The Supplier/s shall comply with all applicable child labour laws, including those related to hiring, wages, working hours, overtime and working conditions.

The Supplier/s shall maintain official documentation for every worker that verifies the worker's date of birth.

4. WAGES AND WORKING HOURS

The Supplier/s shall set working hours, wages and overtime compensation in compliance with all applicable local laws. Workers shall be paid at least the minimum legal wage and overtime compensation or the local industry standard, whichever is greater.

While it is understood that overtime work often is required in textile production, the Supplier/s shall carry out its operations in ways that limit overtime to a level that ensures human and productive working conditions.

The Supplier/s shall not require, on a regularly scheduled basis, a workweek in excess of 60 hours.

Workers shall have at least one day off of every week of seven days.

The Supplier/s shall provide paid annual leave, sick leave, maternity leave or other holiday as required by law or which meets the local industry standard, which ever is greater.

The Supplier/s shall provide workers with wages statement for every period, which includes number of days worked, wages or piece rate earned per day, hours of overtime and overtime compensation, bonuses, allowances and legal contractual deductions, if any.

5. WORKING CONDITIONS

The Supplier/s shall treat all workers with respect and dignity and provide them with a safe and healthy environment.

The Supplier/s shall comply with all applicable local laws and regulations regarding working conditions, including worker's health and safety, sanitation, fire safety, risk protection and electrical, mechanical and structural safety.

The Supplier/s shall not use corporal punishment or any other form of physical or psychological coercion such as threats of violence, sexual harassment. Or other abuse.

The Supplier/s shall not engage in or permit physical acts to punish or coerce workers.

The Supplier's/s' factories shall be sufficiently lighted and ventilated; there must be windows, fans and/or air conditioners and/or heaters in all work areas for adequate circulation, ventilation and temperature control.

There shall be sufficient, clearly marked exits allowing for the orderly evacuation of workers in case of fire or other emergencies. Exits shall be kept free from obstructing objects and remain accessible and unlocked during all working hours.

Fire extinguishers shall be regularly maintained and charged and kept visible and accessible for all workers.

The Supplier/s shall provide adequate drinking-water for all workers and allow reasonable access to it throughout the working day.

The Supplier/s shall maintain clean and sanitary toilet areas throughout the working hours and put on reasonable restrictions on their use.

6. FREEDOM OF ASSOCIATION

Workers shall be free to join associations of their own choice. The Supplier/s shall not interfere with workers who wish to lawfully and peacefully associate, organize or bargain collectively. The decision whether or not to do so shall be made solely by the workers.

7. ANTI-CORRUPTION

AB Blåkläder does not accept corruption, bribery or unfair, anti-competitive practices.

All production, sales and marketing of AB Blåkläder products and services shall be conducted in accordance with relevant international and national laws.

The Supplier/s and its subcontractors do not offer or make inappropriate payment or other remuneration to any person or any organisation in order to induce the person or organisation to establish or maintain a business relationship with other actors.

The Supplier/s shall not, directly or indirectly, request or accept any form of inappropriate payment or other remuneration provided in order to establish or maintain a business relationship with other actors.

The Supplier/s shall protect all confidential information provided by AB Blåkläder and shall adhere to anti-trust and other competition laws as well as to international trade regulations, and export control regulations.

8. MONITORING AND INSPECTIONS

Any non-compliance with the Code must be reported, acted on, and followed up.

In order to ensure that the Code is practiced, AB Blåkläder reserves the right to perform inspections by representatives from AB Blåkläder or any part appointed by AB Blåkläder. Inspections will have as only purpose to verify the obedience of items covered in this document.

The Supplier/s are obliged to keep records of compliance against the Code, including employee agreements and incident and management report. The Supplier/s should make available all applicable documentation and other supporting materials at the time of inspection or at any other time when requested by AB Blåkläder.

9. CONSEQUENCES OF NON-COMPLIANCE

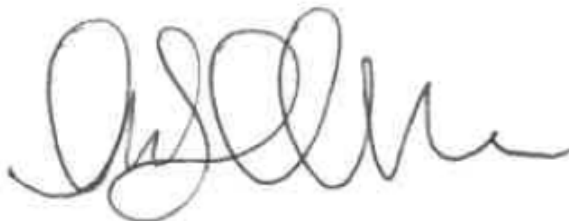
In the event the Supplier/s repeatedly fails to meet the requirements of the AB Blåkläder Code of Conduct, and if no solutions can be agreed upon and implemented within a reasonable period of time, this is considered a breach of contract and AB Blåkläder have the right to and may choose to terminate current orders, cancel contracts, suspend future contracts and/or terminate the business relationship with the Supplier/s.

SUPPLIER COMPLIANCE COMMITMENT

By signing this document, the executive management of the Supplier/s assures that they, and any Subcontractor used in conjunction with products produced for AB Blåkläder, comply with the content of this document.

Name and title: Anders Carlsson, Managing Director, AB Blåkläder

Signature:



Date: 2018-02-28

- By signing this document the supplier is confirming that given information is correct.
- The supplier will be held responsible for any claims or actions given to Blåkläder due to wrong informing by supplier.
- The supplier is responsible to inform Blåkläder on changes that affect this document.
