

NUDIE JEANS

Living Wage Policy

Nudie JEANS CO



Nudie Jeans Living Wage Policy

INTRODUCTION

Nudie Jeans endeavors to enable all of our suppliers to pay a living wage, but wages must at least meet the legal minimum wage in supplier countries where a minimum wage is set by the government, and must at least comply with the correct CBA wage level in supplier countries where the CBA is used instead of minimum wages. Wages for a standard work week should always be sufficient to meet the basic needs of workers and their families and to allow for some savings. Deductions from wages, which are not provided for by national law, are not permitted. Workers should be informed of how their wages are made up, including wage rates, pay periods and deductions from pay. Workers should receive a pay slip specifying this information.

Wages shall be paid out regularly and be reasonable in relation to the amount of work. Workers should also be entitled of all legal social benefits, such as pension and health benefits, and these benefits must be clearly marked on the pay slip.

COMMITMENT

Wages are one of the most crucial aspects of supply chain compliance and are checked at all our audits in both high and low-risk countries.¹ Many of our suppliers have close contact with unions and wages are decided according to the Collective Bargaining agreement. We support the collective bargaining process, and will, where needed, provide support via trainings to form committees to increase the dialogue between employees and managers.

At suppliers with no union activity, we endeavor to look into a more detailed cost breakdown of our prices to ensure we are supporting a fair wage. Since 2013, we have been paying our share of living wages for our products at one of our Indian suppliers and since 2016, almost 2,400 workers have received an additional sum from Nudie Jeans as a step toward increasing wages at selected suppliers. We want to develop our current living wages project to include more of our suppliers. From our experience with working with living wages at our suppliers since 2013, we know that we need locally adapted implementation strategies and full cooperation from the supplier and employees to succeed.

- Nudie Jeans commits to investigating all of our main suppliers and their employees' need for a living wage by 2022.

Copenhagen 2020-05-20
Place and Date

John K.
Signature Nudie Jeans CEO

¹ See definitions on www.fairwear.org