

Production agreement working conditions

The client attaches great importance to ensuring good working conditions for the employees producing the goods. Therefore we wish to record in writing the rules and agreements regarding the safeguarding of good working conditions of the staff producing the goods.

1. Conclusion, duration and termination

- 1.1 This agreement shall enter into force on the date that it was signed by both parties.
- 1.2 After the termination of this agreement, the ongoing obligations of the supplier involving the production of goods for the client shall remain in force until the production is completely finished.

2. Forced labour

- 2.1 Neither in the production process of the supplier nor in the production process of any external third parties, are workers required to perform any kind of forced labour.
- 2.2 There is no forced prison labour or forced labour from similar institutions in the production of goods for the client.
- 2.3 There is no forced child labour in the production of goods for the client.
- 2.4 Neither the supplier nor any external third parties shall employ children under the age of 15. Children of 15 years old and over won't do any work that taking into consideration the purpose and circumstances, damages their health, safety or morals.
- 2.5 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 2 by any external third parties.

3. Discrimination

- 3.1 There is no discrimination (of any kind) in the workplace of either the supplier or of any external third parties.
- 3.2 At the supplier and at any external third parties, employability, compensation, promotion, pension scheme, access to training, and every other aspect of the relationship between the employer and employee is based on the principles of equal opportunity, and not on race, sexual orientation, gender, religion, political affiliation, union membership, nationality, social origin, disability, or deficiencies.
- 3.3 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 3 by any external third parties.

4. Wage payments

- 4.1 The wages paid for a standard working week by the supplier and by any external third parties shall at least meet the minimum legal standards or the industry minimum standards applicable in the region concerned.
- 4.2 At the supplier and at any external third parties deductions from the wages as a disciplinary measure are prohibited at all times.

- 4.3 At the supplier and at any external third parties the delayed payment of wages as well as various bonuses is prohibited at all times.
- 4.3 If the wages are reduced, employees at the supplier and at any external third parties must at all times receive at least the minimum wage applicable in the region, and must be well and clearly informed of the salary amount and its status.
- 4.4 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 4 by any external third parties

5. Working hours

- 5.1 At the supplier and at any external third parties, the number of working hours per day must at all times comply with the legal provisions or with the industry standards applicable in the region concerned.
- 5.2 At the supplier and at any external third parties all overtime shall be voluntary at all times, it's not required on a regular basis, and it's always paid.
- 5.3 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 5 by any external third parties

6. Working environment

- 6.1 At all times the supplier as well as any external third parties provide a safe and hygienic working environment complying with the legal provisions or standards applicable in the region concerned, including internal processes and procedures relating to safety which must be measurable and available at the client's request at all times.
- 6.2 Any kind of physical abuse, the threat of physical abuse, unusual punishment or disciplinary measures, sexual intimidation or any other kind of intimidation by the employer are prohibited at all times
- 6.3 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 6 by any external third parties

7. Freedom of association and demonstration

- 7.1 The employees' right to join trade unions is respected and upheld by the supplier as well as by any external third parties.
- 7.2 Employees at the supplier and at any external third parties have the right to demonstrate if permitted by the local judiciary.
- 7.3 At the suppliers and at any external third parties the workers representatives are not discriminated against and shall have access to all workplaces required for fulfilling their duties.
- 7.4 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 7 by any external third parties

8. Employment relationship

- 8.1 At the supplier and at any external third parties all employment relationships with workers are based on legal and proper employment contracts in accordance with the legal obligations and provisions applicable in the region concerned.
- 8.2 The client has the right to see these at all times.
- 8.3 At the supplier and at any external third parties youths up to the age of 25 will demonstrably have ample opportunities to follow education and training courses.
- 8.4 The supplier takes various and appropriate measures to ensure the implementation and enforcement of the provisions of title 8 by any external third parties

9. Other provisions

- 9.1 The client has the right to check on compliance with the requirements set out in this agreement at all times.
- 9.2 The supplier shall not in any form obstruct the carrying out of these kinds of checks by the client.
- 9.3 If at any point in time, the supplier is faced with obstacles preventing compliance with this agreement by the supplier or any third party, the supplier informs the client of this without undue delay.
- 9.4 The client is entitled to publicly state the supplier's compliance with the requirements of this agreement.
- 9.5 The client retains the right to add provisions that are in line with the agreements already laid down in this document.

Thus agreed and signed by both parties:

Client,

Supplier,

Date / place:

Date / place: