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PANTS PROVIDED AB

HELLO IT'S CODE OF CONDUCT! (PLEASE READ THIS)

Working with a North Korean company – working with North Korea – raises many questions. This is a good thing; it should. One of the most common questions we receive is the moral aspect of working with a such a country; can you justify it, or is it exploitation? We've worked, on our spare time, with Noko Jeans for 2,5 years and not a single day has gone by that we haven't asked ourselves the same question. And there is no easy answer.

We decided to move forward with this project based on one belief and one demand. The belief being that any outside contact, and influences, such an isolated nation gets, can only be of good. And the demand being to be physically present during ALL phases of our production. That way, we can both influence and control atleast this "micro context" that our 1100 jeans is. We think it's better to do something, even as small as this, than nothing at all.

If we had sent this document together with just an order, we would have had no way to guarantee it. Now, as we've been present during the production, we to a big extent can. The factory we worked with had never heard of a "Code of Conduct" before we visited them, so, in some extent, we know that we have influenced (at least some) people's mindset in a positive way. And our belief is shared by many who works or have worked with North Korea, be it diplomats, NGO's or regular people like us.

Even so, our biggest and best "tool" has been to never stop questioning what we do – and who we do it with.

Please, don't hesitate to contact us with any and all questions. info@nokojeans.com.

INSTRUCTIONS FOR SUPPLIERS
All the best,
*Firs*Noko Jeans *act*

OH, AND ONE MORE THING

We've chosen to only include the Code of Conduct part in this PDF. Should you want to see or read anything else, just send us an e-mail.

X Page 8	Bag, sticker and labelling instructions
X Page 9	Hanger instruction
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Code of conduct *Terms of working conditions, etc*

Pants Provided tries to create long-lasting relationships with our suppliers. We expect our suppliers to be just, honest and responsible within all areas of their business. It is the suppliers responsibility to inform ALL subcontractors of this Code of Conduct. It is also the suppliers responsibility to make sure that ALL subcontractors follow the Code of Conduct. Our Code of Conduct is an aid in choosing and keeping contractors who follow our standard and share our values.

We believe that it is important to take responsibility when it comes to working environment, social aspects and questions regarding production and environment.

We expect that ALL suppliers run their business according to our Code of Conduct.

1. Legal rights

General rights

Subcontractors who produce goods for Pants Provided are to follow the legal regulations regarding their area of business. ALL applicable laws and regulations, including those who are related to work, health, security and working environments are to be followed.

Basic rights

The contractor hires workers based on their ability to perform their duties, NOT based on their sex, race, religion, age, handicap, sexual preferences, nationality.

We do NOT accept our contractors use prisoners or ANY kind of involuntary or unpaid labor.

ALL workers are to be treated with respect and dignity. We do NOT allow inhuman or degrading treatment of any workers. No worker are to be subject of any kind of discrimination. All sort of physical or psychological methods of punishment are STRICTLY PROHIBITED.

2. Wages and working hours

All workers are entitled to a certificate of employment that clearly describes the workers duties, as well as the employers. It should also contain wages and working hours, no more than 8 hours per day and with scheduled breaks atleast three times a day are to be used as a point of reference. We do not accept excessive, unpaid overtime.

All laws regarding minimum pay, vacation, sick leave and maternity leave are to be followed.

Code of conduct *Terms of working conditions, etc*

Wages

The contractor follows all national and industrial laws and regulations regarding wages and other benefits. The legal minimum wage should be the lowest possible wage for an employee. The wage should be in relation to working experience, and paid on a regular basis directly to the employee. Both the wage and the working hours are to be regulated in a contract between the employer and employee.

Working hours

The weekly amount of work shall NOT exceed the legal limits, and should NEVER exceed 48 hours per week. All overtime is considered voluntary and should not exceed 12 hours per week. Overtime shall always be paid. All workers have the right to atleast one (1) day off per week. This is a MINIMUM.

3. Child labor

We do NOT accept economic exploitation of children. Education, the right to rest and fun and games are important aspects of a childs growth.

In accordance with the UN' s convention of childrens right, we consider a child being someone under 18 years of age.

The contractor is responsible to keep a record of all employees and their age. This should be present in all factories and have to be shown to Parents Provided instantly, should they ask to see it.

4. Working enviroment

The contractor is to provide a healthy and secure working enviroment. This is to prevent any kind of health hazards and work related accidents. Good lighting, and ventilation are to be adequate. Radiators are to be provided if needed.

Routines for how the factory is cleaned should be present and followed.

ALL workers shall have access to clean drinking water whenever they want.

The factory is to have functioning and clean toilets. All workers shall have access to the toilets without unreasonable restrictions. The amount of toilets are to be sufficient to the amount of workers at the factory and, if possible, separated for men and women.

If the contractor provides the workers with housing the same rules apply here as in the factory. The houses are to be clean, safe and should provide all basic needs (washing, eating, sleeping, comfort and having fun with family and friends.)

5. Safety and security

The supplier is to provide safe equipment and safe factory buildings. The

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factory machines are to be examined on a regular basis and equipped with relevant security instructions.

The factories exits are to be well lit, clearly accessible, ALWAYS working and NEVER BLOCKED, and also the right size.

Fire alarms and extinguishers and first aid kits are to be provided by the supplier on every floor on the factory, well lit and easily accessible for the workers.

An evacuation plan should exist and put up on all floors on the factory.

6. Enviroment

We do not allow the use of bleach or any other dangerous chemical compounds in the production of our products. ALL contactors and subcontractors are to follow ALL applicable enviromental laws that apply in the country they produce, as well as the countries they will deliver to and are sold in.

7. Inspections, questions and demands from Pants Provided

We maintain the right to at any time send our representatives to the factories that produced any compound or part used in our products. This is to ensure that our Code of Conduct is followed. The factory is at Pants Provided' s request at any time obliged to provide Pants Provided with relevant documentation to ensure that our Code of Conduct is followed.

If any contractor or subcontractor hired by a contractor should not follow our Code of Conduct, we reserve the right to:

- Reduce quantity and claim compensation

or

- Cancel the order and claim compensation



Authorized signatories


Agreement

We hereby confirm that we have read and agree
with all conditions stated in this IFS.

 
authorized signatory

Date: 2009/08/06
Place: P.Y. DPR of Korea.
Mood: "Confident"!

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