

CODE OF CONDUCT FOR JOFAMA AB'S SUPPLIERS

Jofama AB is a Swedish company in the ready-made clothing industry. Our range is divided into Fashion leather clothing, motorcycle- and snowmobile apparels and accessories.

We design the products and manage the technology and construction, but we outsource manufacturing to factories, primarily in Asia.

We collaborate very closely with the factories with which we work. We believe it important to take cultural differences, which may vary from country to country, into consideration. But we also take responsibility for how people and the environment are affected by our activities.

To account for the requirements and expectations we place on our suppliers, we have established a code of conduct. We wish to ensure that all who take part in the production of our articles are guaranteed their fundamental human rights.

1. LEGAL REQUIREMENTS

We expect our suppliers to comply with the national laws of the countries in which they conduct business.

Should any of the requirements of Jofama's code of conduct be in conflict with national laws, the law shall have priority. Should this occur, the supplier must in all cases inform Jofama thereof.

2. WORKING CONDITIONS

2.1 Discrimination

Workers shall not be given special treatment due to divergent cultural backgrounds, traditions, personal traits, sexual preferences, religions or beliefs.

2.2 Forced labour

We do not accept forced labour or involuntary labour of any kind.

2.3 Disciplinary measures

All workers shall be treated with respect and dignity. Under no circumstances do we accept physical punishment or other forms of physical, mental or sexual harassment.

2.4 Child labour

Jofama does not accept child labour. We found our basic policy on the UN Convention on Child Labour (1989).

In this context, we define the word child as a person younger than 15 years of age or, in exceptional cases, 14 years of age as referred to in Article 2.4 of ILO Convention no. 138. If we discover children working for any of our suppliers, we will immediately request that measures be taken that do not worsen the child's social situation.

If a supplier does not accept our policy with regard to child labour, we will terminate collaboration with that supplier.

2.5 Wages and working hours

Wages and overtime compensation shall be paid in accordance with local laws and agreements. The statutory minimum wage is the lowest acceptable wage level. Weekly working hours may not exceed the legal limit.

2.6 Freedom of association

All workers shall enjoy their legal right to membership in a trade union. All workers shall have the right to an employment contract.

2.7 Alcohol and drugs

A pre-condition for a proper and safe working environment is that the workplace is free of alcohol and drugs.

3. WORKING ENVIRONMENT IN THE FACTORIES

3.1 Health and safety

We require that the health and safety of the workers be given priority. Buildings shall be safe and all workers must be trained in and informed of the safety arrangements at the factory. Suitable safety equipment shall be used.

3.2 Housing

If the supplier provides housing for the employees, it shall be safe and hygienic and afford adequate integrity.

4. ENVIRONMENT

Jofama pursues active efforts to consistently reduce the company's direct and indirect impact on the environment.

Our suppliers must comply with all relevant environmental legislation in the countries in which they have production.

More information can be found in our environmental policy.

5. INSPECTIONS AND FOLLOW-UP

Jofama views efforts with the code of conduct as an ongoing process. We expect our suppliers to respect this code of conduct and believe that active collaboration with our suppliers will create long-lasting relationships, with shared development.

We reserve the right to visit the factories that produce our articles without advance notice in order to ensure compliance with our code of conduct.

Should we find that a supplier does not comply with our code of conduct and does not take the steps for improvement on which we have agreed within the prescribed period, Jofama will terminate collaboration.