

Cheap Monday

Code of conduct

Introduction

At Cheap Monday we are striving to create long-term relations with our suppliers. We expect our suppliers to act fair, honest and responsible in all areas of their business. It is the supplier's responsibility to inform subcontractors of this code of conduct. It is also the supplier's responsibility to make sure that subcontractors follow this code of conduct. Our code of conduct is an aid in our work with choosing and maintaining suppliers who follow our standards, policies and share our values.

We believe that it is important to take responsibility when it comes to working conditions, from both ethical and social aspects as well as issues regarding production and the environment.

We expect all of our suppliers to run their businesses in accordance to the following work procedures and standards.

1. Legal Rights

General Rights

Suppliers producing products for Cheap Monday shall to the fullest extent follow the national law stated in the country from where they act. All applicable laws and legislations, including the ones related to work, health, security and surroundings must be followed.

Basic Rights

The supplier shall base the hiring of workers upon the workers ability to perform, not because of gender, race, religion, age, handicap, sexual orientation, nationality, political values, social or ethnic origin.

We do not accept suppliers using prisoners, involuntary or unpaid labor.

All workers shall be treated with respect and dignity. We do not allow inhumane or humiliating treatment. No worker shall be discriminated in any way in his or her work. Neither physical nor psychological means of punishment are to be used as threats or punishment.

In accordance with UN's general declaration regarding human rights, suppliers shall respect workers right to be affiliated with unions and negotiate collectively.

2. Wages and working hours

All workers have the right to get a contract when hired that clearly states obligations for both employees and employers.

Domestic laws regarding holiday, absence due to sickness and maternity leave shall be followed.

Wages

The supplier follows all national and industrial regulations regarding wages and benefits. The lowest wage accepted is the one stated as the minimum wage by law. The wage shall be reasonable in relation to the performance; it shall be paid on a regular basis, directly to the worker and on a settled date. Together with the wage shall follow a written paper stating how many hours the worker has worked, overtime and other necessary information needed by the employee in order to check the payments.

Working hours

The weekly working hours shall not exceed the limit set by law and should not exceed 48 hours, overtime which should not exceed 12 hours per week shall be paid and voluntary. All workers have the right to at least one whole day off per week.

3. Child labor and apprenticeship

Child Labor

We do not allow economic exploitation of children. Education, the right to rest, peace, play and leisure pursuits are cornerstones in children's growth.

In accordance with the UN's convention regarding children's rights, a child is seen as a child until turning 18 years old.

We do not allow suppliers to hire children younger than 15 years old, or as an exception 14 years old where the law allows that. In countries where mandatory schooling is completed after the age of 15, national laws shall be followed.

Employment papers regarding workers' age must be kept in the plant.

For workers in the age of 15-18 years, restrictions regarding working hours and working assignments shall be made with consideration to the low age of the workers. The assignments shall not be harmful or interfere with the child's education. Furthermore the work is not allowed to damage the child's health, physical, psychological, spiritual, moral or social development. It is the responsibility of the suppliers to make sure that the well being of the child is cared for.

Apprenticeship

We do accept apprenticeship in countries that allow this, assuming that all documentation and registration demanded by law are properly fulfilled, and that the child receives a reasonable pay for the work. After legislation in the International Labor Organization's (ILO) convention no. 33, the total daily time spent in school and work must not exceed seven hours.

4. Working environment

The supplier shall make available a sound and safe working environment. This to prevent health risks, accidents and damages related to the working environment. Good lighting, heat and ventilation should be adequate for the proposed work assignments under all times of the working hours. Radiators and fans shall be made available when needed.

Routines for how the plants' premises shall be cleaned should exist and be carried out on a regular basis.

The workers shall have access to clean drinking water at all times.

The plant shall have well functioning toilets, they shall be clean and workers shall have access to them without unreasonable restrictions. The number of toilets shall be sufficient for the number of workers working in the plant and if possible isolated for women and isolated for men.

If the supplier makes available places to live for the workers the same rules apply for these as for the plant. These places to live shall be clean, safe and satisfy all basic needs.

5. Security

The supplier makes available safe plant equipment and buildings. The plant's machines shall be controlled on a regular basis and be provided with all the relevant safety instructions.

The plant's exits shall be sufficient, well lighted and clearly marked. Corridors, exits and staircases shall be free from cardboard boxes and other junk.

If the emergency exits are kept locked a key must at all times be easily available for all plant personnel.

Fire extinguisher, fire alarms and first-aid equipment must be available on every floor and be easily accessible for all workers.

An evacuation plan shall be posted in the plant in case of an emergency.

6. Environment

We do not allow the usage of solvents or other hazardous chemical products in the production of our garments. All of our suppliers must follow all useable environmental laws applicable in the country from which they operate. Furthermore all our suppliers must fill out our own chemical restrictions, which are recommended by the textile importers and by that confirm that no prohibited substances are being used in the production of our own garments.

The supplier must have routines for reporting to municipal authorities in case of an accidental discharge of chemicals or other emergencies.

7. Inspections

We reserve the right to, at any time, let some of our own representatives inspect the plants that produces our products, this to ensure us that our code of conduct is being followed. If we should encounter a supplier not following the code of conduct, we will take measures. If improvements are not carried out within a previously agreed time or if the rules in the code of conduct are being violated repeatedly, we may annul due orders or terminate the production at that supplier.