

Code of Conduct

Fjällräven feels that it is increasingly important for us to take responsibility for all our actions throughout the world. Most importantly we have a responsibility to every person that takes part in the production of our products. We have to make sure that no one who contributes to our success is deprived of his or her human rights, or suffers any harm.

In order to make our position clear to our suppliers we have set up a Code of Conduct. It is a non-negotiable requirement from our side that all of our suppliers and their subcontractors, without exception, must follow this code.

1. Legal requirements

Our general rule is that all of our suppliers must, in all their activities, follow the national laws in the country where they are operating. Should any of the following requirements by Fjällräven be in violation of the national law in any country or territory, the law in that country take precedence over the Fjällräven way. In such case, the supplier must always inform Fjällräven immediately upon receiving this Code.

It is however important to understand that the requirements of Fjällräven may not be limited to the requirements of the national law.

2. Child Labour

Policy

We base our policy regarding child labour on the UN Convention on The Rights of the Child, article 32.1.

We recognise the right of every child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

Definition

We define, in this context, the word "child" as a person younger than 15 years of age or, as an exception, 14 years in countries covered by article 2.4 in the ILO convention No.138.

Implementation of Fjällräven´s policy on child labour

Fjällräven does not accept child labour.

We are concerned about the situation of children in many parts of the world. We acknowledge the fact that child labour does exist and can not be eradicated with rules of inspection, as long as the children's social situation is not improved. We want to actively work with factories and with NGO's (Non Government Organisations) in third world countries, to try to improve the situation for the children affected by our ban on child labour.

If a child (see 2.2 Definition) is found working in any of the factories producing our products, we will request the factory to make sure that measures taken are in the child's best interest. We will, in co-operation with the factory, seek to find a satisfactory solution, taking into consideration the child's age, social situation, education, etc. We will not ask a factory to dismiss a child without a discussion about the child's future. Any actions taken should always aim to improve, not worsen, each individual situation. Any costs for education, etc have to be paid by the factory.

We firmly demand that the factory employs no additional children.

We recommend factories with predominantly female workers to arrange day care for children below school age.

Enforcement

If a supplier does not accept our policy on child labour, we will not continue our co-operation with this supplier.

Special recommendations

We acknowledge, that according to the UN Convention on the Rights of the Child, a person is a child until the age of 18. We therefore recommend our suppliers to make sure that employees in the age group 15-18 years are treated accordingly. Limits for working hours and overtime for this age group should be set with special consideration to the workers low age.

3. Safety

3.1 Building and Fire Safety

We require from our suppliers that the safety of the workers should be a priority at all times. No hazardous equipment or unsafe buildings are accepted.

The factory should have clearly marked exits, and preferably emergency exits on all floors. All exit doors should open outwards. Exits should not be blocked by cartons, fabric rolls or debris, and should be well lit. If emergency exits are locked, the keys should be placed behind breakable glass next to the doors, and thus be available to staff at all times.

All workers should be aware of the safety arrangements in the factory, such as emergency exits, fire extinguisher, first aid equipment, etc. An evacuation plan should be displayed in the factory and the fire alarm should be tested regularly. Evacuation drills should be performed at least once a year.

3.2 First Aid

First aid equipment must be available in each factory and at least one person in each department should have training in basic first aid.

It is recommended that a doctor or nurse is available at short notice, in case of an accident in the factory. The employer should pay any costs (not covered by the social security) which a worker may incur for medical care, following an injury during work in the factory.

4. Workers Rights

4.1 Basic rights

All workers producing garments for Fjällräven should be entitled to his or her basic rights:

4.1.1 We do not accept that bonded workers, prisoners or illegal workers are used

in the production of goods for Fjällräven. Nor shall workers be required to lodge "deposits" or their identity papers with their employer.

4.1.2 If foreign workers are employed on contract basis, they should never be required to remain employed for any period of time against their own will. All commissions and other fees to the recruitment agency in connection with their employment should be covered by the employer.

4.1.3 Under no circumstances do we accept that our suppliers or their subcontractors use corporal punishment or other forms of mental or physical disciplinary actions, or engage in sexual harassment.

4.1.4 All workers should be free to join associations of their own choosing, and they should have the right to bargain collectively. We do not accept any disciplinary actions from the factory against workers who choose to peacefully and lawfully organize or join an association.

4.1.5 No worker should be discriminated against because of race, gender, religion or ethnic background. All workers possessing the same experience and qualifications should receive equal pay for equal work.

4.1.6 All workers should be entitled to an employment contract with understandable information about their employment conditions.

4.2 Wages and Working Hours

4.2.1 Wages should be paid regularly, on time and be fair in respect of work performance. The legal minimum wages should be a minimum, but not a recommended, level.

4.2.2 Weekly working-time must not exceed the legal limit, and shall not exceed 48 hours on a regular basis. Workers shall be provided with at least one day off for every 7 day period. Overtime work should always be voluntary and properly compensated.

4.2.3 The workers should be granted their stipulated annual leave and sick leave without any form of repercussions.

4.2.4 Female workers should be given their stipulated maternity leave in case of pregnancy. Workers taking maternity leave shall be entitled to return to their employment on the same terms and conditions that applied to them prior to taking leave and they shall not be subject to any discrimination, loss of seniority or deduction of wages.

4.2.5 Dismissal of any pregnant female worker, or absent on maternity leave, or during a period following her return to work, is not acceptable.

In developing countries, we recommend that our suppliers provide the workers with at least one free meal daily.

5. Factory conditions

5.1 It is important for the workers' well-being, and for the quality of the garments, that the factory environment is clean and free from pollution of different kinds.

5.2 A safe and hygienic working environment shall be provided, and best occupational health and safety practice shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards.

5.3 The temperature in the factory should be tolerable as a working environment, and the ventilation should be adequate. Heaters or fans should be provided when needed.

5.4 The lighting at each workstation should be sufficient for the work that is being performed, at all times of day.

5.5 Sanitary facilities should be clean and the workers should have access without unreasonable restrictions. The number of facilities should be adequate for the number of workers in the factory. Sanitary facilities should be available on each floor, and preferably separated for men and women.

6. Housing conditions

If a factory provides housing facilities for its staff, the requirements regarding safety and factory conditions, under point 3 and 5 above, should also cover the housing area.

All workers must be provided with his or her own individual bed, and the living space per worker must meet the minimum legal requirement.

Separate dormitories, toilets and showers should be provided for men and women.

There should be no restrictions on the workers rights to leave the dormitory during free hours.

We want to particularly stress the importance of fire alarms, fire extinguishers, unobstructed emergency exits and evacuation drills in dormitory areas.

7. Environment

The environment is of increasing concern globally and Fjällräven expect its suppliers to act responsibly in this respect. This includes measures in order to support a sustainable development such as environmental management systems and information regarding the environmental, health, and safety impacts of activities.

Suppliers must be committed to reduce the environmental impact of their business by adopting best practice principles and continuously seek improved methods to minimise any adverse environmental impact of their operations, including emissions, resource use and waste.

Our suppliers must comply with all applicable environmental laws and regulations within the country of operation.

According to the Fjällräven chemical restrictions, we do not allow use of certain hazardous chemicals in the production of our articles. All of our suppliers must sign the Fjällräven Guideline Commitment, confirming that no prohibited chemical substances will be used in the production.

When the manufacturer has a choice between two chemicals that serve the same purpose, he should choose the chemical that is less harmful to the environment.

8. Wool, feather, leather and other products from animals

Animals shall never be subjected to harsh or cruel treatment. Fjällräven does, for example, not accept:

- plucking of feathers, including down, from live birds.
- mulesing of sheep.
- any product from an animal which has been slaughtered without stunning.

Animals shall be treated in accordance with European standards for the breeding and keeping of animals. This means, for example, that the animals shall get:

- proper and sufficient food and water,
- adequate shelter, and a comfortable resting area,
- opportunity to display normal patterns of behaviour,
- minimisation of pain distress during handling, or mental suffering during handling,
- protection from disease by prevention or rapid diagnosis and treatment.

Animals that are transported shall be treated in accordance with European standards. This means, for example that:

- Transports must be carefully planned in order to minimize transportation times.
- Only healthy animals may be transported, no sick or pregnant animals.
- During transports water, feed and rest shall be offered to the animals at suitable intervals in appropriate quality and quantity to their species and size.
- Transport of live animals should be replaced with the transport of carcasses or germ cells wherever possible.

9. Corruption, Extortion, Embezzlement and Bribes

Fjällräven is only prepared to do business with companies that use sound and ethical practices.

Corruption, extortion, and embezzlement, in any form, are strictly prohibited and may result in immediate termination as a supplier to Fjällräven and in legal action.

Suppliers may not offer or accept bribes or other means of obtaining undue or improper advantage.

10. Monitoring and Enforcement

10.1 The principle of trust and co-operation

Fjällräven expect all its suppliers to respect the above Code of conduct and actively do their utmost to achieve our standards. We trust our own staff to take a high level of responsibility for their work, and we expect from our suppliers that they do the same. We believe in co-operation and we are willing to work with our suppliers to achieve workable solutions in each individual case.

We are willing to take in consideration cultural differences and other factors which may vary from country to country, but we will not compromise on our basic requirements regarding safety and human rights.

10.2 Monitoring

All suppliers are obliged to keep Fjällräven informed about where each order is being produced. Fjällräven reserves the right to make unannounced visits to all factories producing our goods, at any time. We also reserve the right to allow an independent third party of our choice to make inspections. To ensure compliance with our code of Conduct.

10.3 Non-compliance

Should we find that a supplier does not comply with our Code of Conduct, we will terminate our business relationship with this supplier, if corrective measures are not taken within an agreed time limit.

If we find repeated violations, we will immediately terminate the co-operation with the suppliers and cancel our existing orders.