

To whom it may concern,

Jeans Plus Ltd management has started an internal investigation to clarify any breaches related to the labor conditions in Jeans Plus factory premises (hereinafter, the factory).

As a result of that, following policies and measures have been implemented and decided by its management:

1.) *Women are forced to toil grueling seven day,100 hour plus workweeks*

- No forced and/or excessive overtime is allowed in the factory.
- A new Manager has been assigned who will directory report to Managing director to review the factory production plan and execution to avoid any overtime that exceeds Bangladesh labor law and International ILO Conventions.

2.) *The young women workers are routinely slapped and punched*

- Company has zero tolerance policy for any physical punched or inhuman treatment for all employees including workers. However, Company shall give counseling to the supervisors and line chief to avoid any harsh or inhumane treatment to workers.
 - Management will establish effective controls to supervise the effectiveness of the training.
- Beside that we will form a committee will consist of 03 members from WPC member, Compliance Officer, Management representative.

3.) *Pregnant women employees are denied their legal right to maternity leave with benefits, endangering the lives of their infants*

- Maternity workers are paid according to the rights and laws established.
- An investigation will be open to check if any of the workers is missing from referred benefits and will repair if necessary.

Apart from above measures, company will introduce necessary changes on the internal procedures in order to adjust internal policies and practices to the provisions established in the ILO Conventions, ETI¹ Base Code provision related with Working Hours (Working hours are not excessive) and Bangladesh Labour law, whichever gives more protection to the workers.

For that aim, a Committee will be established to follow above measures that will consist of following members:

- WPC member
- Compliance teams
- Management representative
- Brands representatives

Jeans Plus Ltd agrees that this project will be managed internally, by personal with authority, competency and with enough resources to guaranteed success of the same.

-Brands could be helped by external third parties as representative Trade Union or NGOs members (if require) that could give credibility and support to the process whereas is considered necessary.

Kind regards



Factory Management.

¹See <http://www.ethicaltrade.org/eti-base-code/working-hours>