

A photograph of a rustic cabin with a stone chimney, a large rock, and children playing in a wooded area. The scene is set in a natural, wooded environment with a large, flat rock formation in the background. A woman is sitting on a stone path near a woodpile, and a young boy is playing with a toy on the ground. Two other children are sitting at a wooden table in the foreground. The sky is clear and blue, and the trees are lush and green.

# Living Wage Policy

**CREATE  
TOMORROW'S  
VINTAGE**

Nudie JEANS CO

# Living Wage Policy

## Introduction

Nudie Jeans is committed to ensuring that all our suppliers work toward paying a living wage. As a minimum requirement, wages must meet or exceed the legal minimum wage in countries where such a standard exists, or the applicable wage level set by the relevant Collective Bargaining Agreement (CBA) in countries where CBAs replace statutory minimum wages.

Wages and benefits for a standard working week must always meet at least the legal or industry minimum standards and be sufficient to cover the basic needs of workers and their families, while also allowing for a small amount of discretionary income. No deductions may be made from wages as a form of disciplinary action, nor may any deductions be applied that are not permitted under national law. Under no circumstances may deductions result in an employee receiving less than the minimum wage.

All employees must receive clear and adequate information about their wages, including wage rates and pay periods.

## Commitment

Wages are one of the most crucial aspects of supply chain compliance and are checked in all audits for all countries. Many of our suppliers have close contact with unions and wages are decided according to the Collective Bargaining agreement. We support the collective bargaining process, and will, where needed, provide support via trainings to form committees to increase the dialogue between employees and managers. We especially acknowledge the gender aspect of wages, and how wages are connected to women's position in the factories, and we strive to facilitate trainings and programs with a gender perspective. At suppliers with no union activity, we endeavor to investigate a more detailed cost breakdown of our prices to ensure we are supporting a fair wage.

In the coming years, we will develop our current living wages project to include more of our suppliers. From our experience with working with living wages at our suppliers since 2013, we know that we need locally adapted implementation strategies and full cooperation from the supplier and employees to succeed.

- Map general living wage gap for prioritized suppliers in Tier 1 yearly
- Open costing for suppliers where we have an active living wage program yearly
- Map local living wage benchmarks for prioritized suppliers in Tier 1 by 2027
- Living wage payments to reach 100% of our prioritized suppliers where a gap is detected in Tier 1 by 2030

**\*Prioritized suppliers are the ones with the largest share of Nudie Jeans production value and where we have an active living wage program.**



Joakim Levin, CEO  
Göteborg, 2026-02-17