

Date: Mon, 11 Jun 2007 11:00 AM
From: "Roy Naismith"
To: "Martin Hearson"
Subject: Let's Clean Up Fashion

Dear Martin,

Further to your email of 24 May 2007 I have the following comments:

French Connection's policies include that our suppliers should pay their employees a fair wage and we recognise that local statutory minimum wages do not necessarily represent a living wage while also recognising that assessment of a "living wage" presents significant issues. We consider that freedom of association and freedom from discrimination are basic rights which should be allowed for all workers. The monitoring of standards in our suppliers presents a significant challenge and we are looking for ways to improve our monitoring and validation.

More generally, the French Connection Group requires all of its garment and product suppliers to abide by our standards guidelines which include the requirement to provide safe and comfortable working conditions, to employ only appropriate labour and to maintain environmentally friendly working practices. We monitor compliance through regular visits to the factories from our staff based in local offices around the world.

These policies and requirements are included in our supplier handbook which is issued to all suppliers and to which they are required to confirm their compliance in writing. The handbook is in the process of a complete review. The revised guidelines will include minimum standards in relation to working conditions, health & safety, discrimination, fair pay, freedom of association and general labour issues. We will also be reviewing our monitoring policies and processes. The work on the update has been delayed due to staff changes but work is continuing. When the work is complete we will amend our published information on the subject including the details on the website.

Yours sincerely,

Roy Naismith