



WORKER RIGHTS CONSORTIUM

Terms of Lands' End Agreement

March 31, 2004

Lands' End agrees to provide Just Garments (JG) with the following assistance:

- \$22,500 worth of cloth, to be made to JG as soon as plan is finalized and announced, but in any event before April 15th.
- \$12,500 worth of cotton cloth that JG will source and for which Lands' End will pay; the funds will be available by April 5th.
- \$18,000 worth of needed machinery, that JG will purchase and for which Lands' End will pay; the funds will be available by April 5th and all machinery will be purchased by June 30th.
- 50 hours of technical assistance from Primo and 50 hours of technical assistance from LE in the following four areas:
 - product quality (line set-up and operation issues)
 - identification of full-package production requirements (to the extent that Lands' End is able to assist in this regard)
 - export/duty issues and customs procedures (most of the useful information will come from customs brokers; LE and Primo will arrange introductions to the brokers they know in El Salvador who can help with these issues and will share what direct knowledge they may have.)
 - LE and Primo will provide the technical assistance within a 10-week period beginning the week of April 19th and ending no later than July 2, 2004. LE and Primo will meet with JG to discuss the training agenda prior to the beginning of the 10-week window.
- LE and Sears will evaluate JG as a potential supplier within 6 months following the completion of technical assistance.

Additional steps with respect to freedom of association:

- LE and Sears secured changes in Primo's hiring process in order to safeguard against future discrimination of any kind, including anti-union discrimination. Among these steps: All job applicants will be provided with a copy of Primo's policy against anti-union discrimination. And all workers will be given a written indication of which elements of the factory aptitude tests they have and have not passed.
- LE and Sears conducted a training for managers of supplier factories throughout Central America on their obligations with respect to freedom of association.

- LE will send a letter to STIT, the Salvadoran apparel union, stating that it requires supply chain partners to respect associational rights and to refrain from any act of discrimination based on the exercise of these rights – and specifically that it will not tolerate blacklisting. This letter will be sent with the understanding that STIT will make it public.