



Country: Jordan

Sector: Textile and Clothing

Document Date: 22-7-2015

Subject: Social Protection / Wages

Document Type: Collective Agreement

Number of beneficiaries: 10681 workers

A Collective Agreement under the Provisions of the Jordan Labor Law No.8 for the year 1996

First Part: Classic Fashion Apparel Industry L.L.C

Represented by: Santha Kumari Sanal Kumar

Second Part: The General Trade Union of Workers in Textile Garment & Clothing Industries.

Represented by Mr. Fathallah Al Omrani/Head of the Union.

In respect with the joint interest between the **Classic Fashion Apparel Industry L.L.C** and **The General Trade Union of Workers in Textile Garment & Clothing Industries**, and the full respect of the rules and regulations conducted in the company (in general) and on workers (particularly), in addition to the result of the Dialogue between both sides, thus we have agreed to crown this relationship by conducting a collective agreement which aims to enhance this concrete relationship.

For the sake of founding the suitable industrial milieu which provides the psychological and physical convenience of workers and the suitable profit for the company, the two parts have agreed on the following.

- 1 . The first part obligate to pay the minimum wage on the basis of the Agreement signed between the Jordanian Textile Union and representatives of employers and the Ministry of Labor.
- 2 . The first part provide a medical clinic and a doctor at the work site.
- 3 . The first part provide suitable housing, food and water for foreign workers.
- 4 . The first part not including any deduction of the workers' salaries as a penalty in the company bylaw.
- 5 . Forming a strategy and a work plan to increase the number of Jordanian workers and qualifying them for administration, supervising and working in the company.
- 6 . Providing transportation for all the workers from their accommodation areas to their work and vice versa paid by the factory.

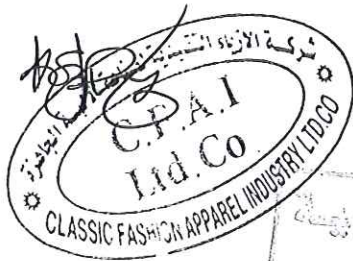


- 7 . Providing a suitable work ambience that goes with the international criteria, e.g. (ventilation, conditioning, cafeteria, hygiene facilities, public safety, the friendly atmosphereetc).
- 8 . Electing a Union committee representing all workers in the factory to create a democratic atmosphere and mutual respect.
- 9 . Cooperating with the Union in educating workers through conducting seminars, workshops, and lectures on a continuous basis
- 10 . Activating the annual events, celebrating Religious holidays and formal occasions for all nationalities as well as respecting religions, customs, and traditions.
- 11 . Company will deduct & pay the unions affiliation fees through the company's accountant per worker monthly.
- 12 . Paying the amount of (500) JD (five hundred JD) monthly to the Union's fund to enable the union to their rights and responsibilities in the Jordanian legislations.
- 13 . A committee of the two parties was formed to follow-up the implementation of this agreement. The company represented by Mr Madu Mair and the workers represented by Um Kalthoom Al Azam .
- 14 . This agreement is valid from 1/7/2015 to 30/6/2016.

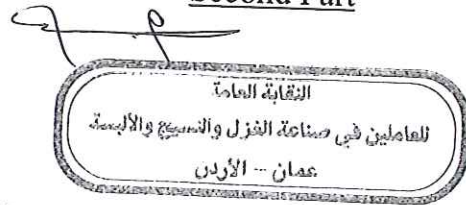
Three copies of this agreement are provided, one copy will logged at the Ministry of Labor

14/7/2015.

First Part



Second Part



اتفاقية الأروايبية الهالكوية
وزارة العمل
تاريخ توقيع نسخة لدى الوزارة كالتالي
15/7/2015
15/7/2015
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عبدالله ميراك