

LEVI STRAUSS & CO.

Commitment to Workers *February 28, 2011*

Levi Strauss & Co. believes everyone who works has the right to wages ensuring a standard of living adequate for the health and well-being of themselves and of their family, including food, clothing, housing and medical care and necessary social services.

Our Commitment to Workers:

- We are committed to addressing workers' needs. Levi Strauss & Co. works closely with governments, unions, industry associations, and other stakeholders who are trying to determine how to achieve a living wage and improve workers' standard of living.
- Within our supply chain, we will:
 - Ensure our contract suppliers provide local minimum wages or prevailing industry wage, whichever is higher, as well as required overtime premiums and benefits;
 - Ensure our suppliers respect freedom of association and collective bargaining;
 - Work with our suppliers and the Levi Strauss Foundation to support asset building programs, including financial literacy, matched savings programs, micro-enterprise and public policy that encourages savings;
 - Improve our business practices that may impact suppliers' social performance and implement programs that provide mutual benefits to Levi Strauss & Co. and our suppliers;
 - Implement supplier productivity programs to improve issues related to work hours and wages; and
 - Collaborate with others in our industry to adopt similar policies.
- We will advocate with governments to set minimum wages consistent with the cost of living when wages fail to keep workers above the poverty line. In addition, Levi Strauss & Co. will work with local stakeholders to strengthen implementation and enforcement of labor laws including wage statutes, in countries where we have a business presence.
- We will communicate and be transparent about our efforts and the location of our manufacturing suppliers.