

*We Care*

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Corporate Social Responsibilities

TEE JAYS

**LJ**  
**TEE JAYS®**





# WE CARE

AT TEE JAYS WE ARE AWARE OF OUR SOCIAL RESPONSIBILITY AND ARE WORKING EVERY DAY TO MAKE A DIFFERENCE.

## COMPANY POLICIES

### OUR POLICY

At TEE JAYS A/S our corporate responsibility is based on UN Global Compact's 10 principles which are based on internationally adopted declarations and conventions on human rights, labour rights, environmental protection and anti-corruption.

TEE JAYS A/S does not own any factories, but we cooperate with suppliers that understand the importance of complying with the guidelines of our Code of Conduct.

We believe in developing a strong relationship with our suppliers with a common understanding and respect for one another. Every day we remind ourselves and our suppliers to work proactively with corporate social responsibility.

Social Responsibility is in our DNA and therefore it is included as an integral component in every process, every project, every product that carries our name.







## TEE JAYS CODE OF CONDUCT

The Code of Conduct describes the ethics and behaviour that TEE JAYS A/S wants to promote throughout the supply chain and is directed at any supplier and its subcontractors who manufacture products for TEE JAYS A/S.

The Code of Conduct is based on the principles of the UN Global Compact concerning human rights, labour rights, the environment and anticorruption.



## 10 PRINCIPLES OF TEE JAYS A/S CODE OF CONDUCT

1. Suppliers to TEE JAYS A/S must support and respect the protection of internationally proclaimed human rights.
2. Suppliers to TEE JAYS A/S must ensure that their own operations are not complicit in human right abuses.
3. Suppliers to TEE JAYS A/S must uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Suppliers to TEE JAYS A/S must uphold the elimination of forced or compulsory labour.
5. Suppliers to TEE JAYS A/S should uphold the effective abolition of child labour.
6. Suppliers to TEE JAYS A/S should uphold the elimination of discrimination in respect of employment and occupation.
7. Suppliers to TEE JAYS A/S must support precautionary approach to environmental challenges.
8. Suppliers to TEE JAYS A/S must undertake initiatives to teach and promote environmental responsibility.
9. Suppliers to TEE JAYS A/S must encourage the development and diffusion of environmentally friendly technologies.
10. Suppliers to TEE JAYS A/S must work against all forms of corruption, including extortion and bribery.

For more information please visit:

<http://www.teejays.dk/en/about/code-of-conduct/code-of-conduct.htm/>



## CODE OF CONDUCT





TEE JAYS A/S works with a number of organisations in order to meet our responsibility as an international company. Together with our suppliers we believe that by placing emphasis and training throughout the supply chain, we can influence attitude and working conditions to achieve our common goals of corporate social responsibility by our Code of Conduct.

Daily we and our suppliers are aware of the importance of our jointly stated goals. TEE JAYS A/S is aware of our social responsibility, and we are working to make a difference. While we cannot guarantee compliance throughout our supply chain partners, we strive to make a positive difference. Every TEE JAYS A/S product reflects this commitment.



## BUSINESS SOCIAL COMPLIANCE INITIATIVE

TEE JAYS A/S has been a member of Amfori-BSCI since 2014. Amfori-BSCI is a business driven initiative for companies committed to improving working conditions in the global supply chain. Amfori-BSCI unites more than 2000 companies exercising a strong leverage for suppliers to comply with the Amfori-BSCI Code of Conduct.

AMFORI-BSCI IS BUILT ON THE THREE PILLARS: MONITORING, EMPOWERING & ENGAGING.

In accordance with the ILO Conventions, the United Nations, Universal Declaration of Human Rights, the UN's Conventions on children's rights and the elimination of all forms of discrimination against women, the UN Global Compact and the OECD Guidelines for Multinational Enterprises, the Amfori-BSCI Code of Conduct aims to attain compliance with certain social and environmental standards. Supplier companies must ensure that the Code of Conduct is also observed by subcontractors involved in production processes of final manufacturing stages carried out on behalf of Amfori-BSCI members.



## CODE OF CONDUCT







# ENVIRONMENT



## ENVIRONMENTAL PRACTICES

TEE JAYS A/S insists that all Business partners obtain the Oeko-Tex® Standard 100 certification.

This unique certification provides the textile and clothing industry with a globally uniform standard for the objective assessment of the presence of harmful substances. Raw materials, intermediate and end products at all stages of processing throughout the manufacturing chain, including accessories, are tested and certified.

The laboratory tests currently comprise around 100 human, ecological and performance-related test parameters based on international test standards and other recognized testing procedures. These also include simulation tests, which take into account all possible ways by which harmful substances could be absorbed into the human body. Textile products may be certified according to Oeko-Tex® Standard 100 only if all components meet the required criteria without exception. The certificate issued needs to be renewed on an annual basis.

The Oeko-Tex® Standard 100 is consistent with the Company's own rigorous Environmental Code of Practice, and it should further assure consumers that TEE JAYS A/S is committed to environmentally responsible manufacturing processes.

For more information about the certification and the test program, please visit the [www.oeko-tex.com](http://www.oeko-tex.com).



## CREENTIALS BY PRODUCT

STYLE NR.	QUALITY	AMFORI BSCI / SEDEX AUDIT	OEKO-TEX CERTIFICATE	OTHER CERTIFICATES
<b>T-SHIRTS</b>				
1000, 1000B, 1050	100% ringspun long fiber combed cotton, 150 gsm	✓	✓	
455, 456, 457	92% ringspun cotton/8% lycra, 175 gsm	✓	✓	
620, 680	100% ringspun combed cotton, 250 gsm	✓	✓	
5050, 5051	50% ringspun cotton/50% polyester, 160 gsm	✓	✓	
5000, 5001, 5060, 5061, 5062, 5063, 5070, 5071	100% combed ringspun cotton, 160 gsm	✓	✓	
8000, 8005, 8006, 8050, 8007	100% combed ringspun cotton, 185 gsm	✓	✓	
520, 530, 580, 590	100% ringspun combed cotton, 220 gsm	✓	✓	
401, 450, 460	90% ringspun cotton/10% elastane, 195 gsm	✓	✓	
5072, 5073	100% ringspun combed cotton, 185 gsm	✓	✓	
<b>POLOS</b>				
145, 146, 1405, 1406, 1407, 1408, 1410, 1412	95% ringspun cotton/5% lycra, 215 gsm	✓	✓	
1400, 1401, 1402, 1403	100% combed ringspun cotton, 215 gsm	✓	✓	
1440, 1441	100% Pima cotton, 220 gsm	✓	✓	
2400	60% cotton/40% polyester, 185 gsm	✓	✓	
<b>SWEAT</b>				
5400, 5401, 5402, 5403	100% ringspun Egyptian cotton unbrushed 320 gsm	✓	✓	
5425, 5429, 5430, 5431, 5432, 5433, 5435, 5436	70% combed ringspun cotton/30% polyester, 310-320 gsm	✓	✓	
5500, 5502	60% combed ringspun cotton/40% polyester, 260 gsm	✓	✓	
<b>PERFORMANCE</b>				
7005, 7006, 7100, 7105	100% polyester (Top Cool), 150 gsm	✓	✓	
7020, 7021	95% micro polyester/5% spandex (CoolDry), 160 gsm	✓	✓	
7200, 7201	100% polyester, 150 gsm	✓	✓	
5600, 5601, 5602, 5603, 5606	100% polyester, 290 gsm	✓	✓	
<b>OUTERWEAR</b>				
9160, 9170	100% polyester	✓	✓	
9615, 9616, 9617, 9618	100% polyester	✓	✓	
9510, 9511, 9514, 9515	95% polyester - 5% spandex plain color	✓	✓	
9510M, 9511M	96% polyester - 4% spandex cationic dyed melange	✓	✓	
9600, 9601, 9624, 9625, 9626, 9627, 9628, 9629, 9630, 9631, 9632, 9633, 9634, 9635, 9636, 9637	100 % polyester	✓	✓	
9620, 9621	100 % polyester	✓	✓	"China feather and down industrial association Non live plucked products guarantee"
9610, 9611	100% polyester	✓	✓	
9660, 9661	100% nylon	✓	✓	
9642, 9643	100% polyester	✓	✓	
<b>SHIRTS</b>				
4000, 4001, 4010	100% cotton	✓	✓	
4002, 4003	100% cotton	✓	✓	
4020, 4021	100% cotton	✓	✓	
4025	96% cotton 4% lycra	✓	✓	
<b>KNITS</b>				
6000, 6001, 6005	50% merino wool/50% acrylic, 14GG	✓	✓	





*From our certified vertical factory in Bangladesh with 4.000 + employees, we supply our quality polos, tees and sweats.*

*Our Scandinavian design and purchasing team work closely with our skilled colleagues on all aspects of improving and maintaining our standards.*



*From our inhouse credited lab we are certified to do all tests on yarns, dyes, fabrics and ready made products. This secures our uniform quality and according to our standards.*

*Our production is Oekotex certified and frequently audited by Amfori. The newest machinery secures high standards on fabrics. All fabrics are quality checked against our standards for each production lot.*



# TEE JAYS

*Since 1976*

TEE JAYS was founded in 1976 in the beautiful countryside of Alabama, USA by Terry Wylie. Terry's vision was to produce the best quality commercial T-shirt in the world. A vision he mastered for over 25 years selling millions of the SOF-TEE all over the world.

In 2002 Terry retired at a young age. After many years of friendship and professional collaboration with Terry, we acquired the rights to the TEE JAYS brand name.

With a passion for the brand and the vision, we founded a European commercial textile business focusing on the trends from retail and with basics in the correct fit and design.

The key elements in the TEE JAYS brand are still quality and design. TEE JAYS designers and technicians continue to develop outstanding styles and qualities, constantly striving to set new standards.

Through generations TEE JAYS continues to have one of Europe's most unique basic collections. A collection with the best combination of quality and price.

With passion and dedication.



[www.teejays.dk](http://www.teejays.dk)