

Clothing Matters Knows What Your Dollars Are Doing

Work Conditions & Fair Labor Practices

Since 1996, Clothing Matters has worked closely with leaders in the industry of sustainably manufactured “green/eco-friendly” apparel and textile innovation. In response to unjust and abusive work conditions all over the world, with some of the worst existing in our own domestic cities including Los Angeles, New York and Denver, these leaders demonstrate commitment to raising the bar of ethical practices to protect people and the planet. One states **“You may not find the conditions that meet your standard, so you must change the standard based upon your own principals and integrity, with fairness to all”**. Below are examples of how Clothing Matters’ partners produce our products. We appreciate our customers’ interest in and consideration of what their dollars are supporting, and are proud to do business with those who care to know about how their choices impact other people and the planet. You can feel good about how you are connected to other members of a global community.

In the field: Our hemp comes from **a cooperative of farmers that practice companion planting and growing practices**. As the demand of this sustainable fiber grows with each season, we contract more farmers in the region.

To the Mill: After harvest, the plant goes to **the mill, which functions as its own small community**. There are over 3,000 people who live, work, eat, and celebrate together. There is a fire station, schools, karaoke, basketball courts, housing, and much more. They believe in **avoiding stress in their daily lives**. Everyone eats breakfast and **exercises daily**. In the mornings you can see people on the hillsides practicing Tai Chi or playing with their children before school and work.

Mill workers must be at least 18 years old. **Childcare is provided and everyone is provided necessary equipment for doing their job safely**. All facilities are kept clean and organized. The average work day starts with a 3 hours shift at a station before a one hour followed by an hour nap, before going back to a different work station for the remaining 3 hours. They work a 3-4 hour half day on Saturday. Time off is respected and is not reduced for demands of the business. Medical service, food, housing, child care, and even wedding ceremonies of employees are provided.

At current exchange rates our employee’s earnings are the equivalent of \$500.00/month discretionary income.

Our employees are happy, healthy, beautiful people who live in desirable surroundings!