

FOR IMMEDIATE RELEASE
October 25, 2006

CONTACT: Jorge Perez-Lopez
202-898-1000 x201

Labor Compliance Programs:

Fair Labor Association Approves Accreditation of Nordstrom's Labor Compliance Program, Reaccreditation of Reebok Footwear's

Washington, D.C. – The Board of Directors of the Fair Labor Association (FLA) voted today to accredit the labor compliance program of **Nordstrom** and to reaccredit **Reebok Footwear's** labor compliance program.

Accreditation of a Participating Company's labor compliance signifies completion of that company's initial 2-3 year implementation period and that the company is in substantial compliance with FLA requirements to implement a workplace code of conduct in factories making the company's products. Nordstrom achieved accreditation with respect to its private label apparel. It is the first retailer to achieve accreditation.

Reaccreditation, which occurs every two years following a company's initial accreditation, signifies that the Participating Company's labor compliance program continues to comply with FLA requirements. Reebok Footwear is the first compliance program to be eligible for and achieve reaccreditation.

To earn accreditation, a company must undergo an extensive performance review. This review is based on independent factory monitoring and verification reports of supplier facilities, and a thorough audit of the required monitoring protocols, training programs, and auditing systems in their programs. The review process for reaccreditation is similar in scope and thoroughness.

“Accreditation means that the FLA has verified that the Participating Company's labor compliance program is aligned with our *Workplace Code of Conduct* and the company has met all obligations set out in the FLA Charter,” said **Auret van Heerden, FLA President and Chief Executive Officer**. “We are very pleased that Nordstrom has reached this milestone. Nordstrom has worked very hard to establish a workplace standards program that complies with FLA's requirements.”

Reebok Footwear's labor compliance program was the first program to achieve accreditation in 2004 and is now the first program to be reaccredited by the FLA. “FLA never stops evaluating the labor compliance programs of its Participating Companies,” said van Heerden. “Our review of Reebok Footwear's program demonstrates that the company did not rest on its laurels after achieving accreditation and continued to progress in enhancing labor compliance.”

The Fair Labor Association is a non-profit organization that combines the efforts of companies, colleges, universities, and non-governmental organizations to promote

adherence to international labor standards and improve working conditions worldwide. The Fair Labor Association *Workplace Code of Conduct* is based on labor standards established by the International Labor Organization. It bans forced labor, child labor, harassment, abuse, and discrimination, and requires that companies promote health and safety, freedom of association and collective bargaining, payment of wages and benefits, and appropriate compensation for overtime.

The Fair Labor Association Board of Directors is composed of representatives from companies, NGOs, and colleges and universities. When the Board finds a company's workplace standards program to be in substantial compliance with FLA requirements, it achieves the designation, *Fair Labor Association Accredited Compliance Program*.SM This is the third year FLA has accredited the compliance programs of its member companies. The labor compliance programs of **adidas**, **Eddie Bauer**, **Liz Claiborne**, **Nike**, **Phillips-Van Heusen**, and **Reebok Apparel** were accredited in 2005.

For more information about FLA, the accreditation and reaccreditation processes, and other initiatives, visit www.FairLabor.org.

###