

FRUIT OF THE LOOM, INC.

STANDARDS OF BUSINESS ETHICS

A. SCOPE

These Standards of Business Ethics ("Standards") apply to all employees, officers and directors of Fruit of the Loom, Inc. (a Berkshire Hathaway Inc. subsidiary) and its operating subsidiaries and divisions (collectively, the "Company"). All Company employees (including officers) are expected to act in the best interests of the Company in all aspects of their duties with the Company. To that end, it is the policy of the Company to strictly comply with all laws and regulations that apply to any of the Company's activities and operations, including laws and regulations of the United States of America ("United States" or "U.S."), the states and local governments therein, and any foreign country or union of countries (such as the European Union) that may create liability for the Company, for Berkshire Hathaway Inc. ("Berkshire Hathaway") or for persons employed by the Company. Officers, directors or employees of the Company shall strictly comply with these Standards, shall abide by all such applicable laws and regulations, and shall exercise great care not to take or authorize any actions that may create the appearance of impropriety. Personnel who violate these Standards shall be subject to appropriate disciplinary action.

The Company also requires compliance with Berkshire Hathaway's Prohibited Business Practices Policy (the "Policy"), as periodically updated, a current copy of which is attached to these Standards as Exhibit A. The requirements of the Policy, which may be updated by Berkshire Hathaway periodically, are specifically incorporated into these Standards by reference.

B. PURPOSE

The Company is proud of the values to which it adheres in conducting business. It has and will continue to uphold the highest levels of business ethics and personal integrity in all types of transactions and interactions. To this end, these Standards serve to (1) emphasize the Company's commitment to ethical conduct and compliance with the law; (2) set forth basic standards of ethical and legal behavior; (3) provide reporting mechanisms for known or suspected ethical or legal violations; and (4) help prevent and detect violations and other wrongdoing.

Given the variety and complexity of ethical questions that may arise in the Company's course of business, these Standards serve only as a guide. Confronted with ethically ambiguous situations, employees should remember the Company's commitment to the highest ethical standards and seek advice from supervisors, managers or other appropriate personnel to ensure that all actions they take on behalf of the Company honor this commitment. Generally, though, be guided by this quote from Warren Buffett, CEO of Berkshire Hathaway:

"... I want employees to ask themselves whether they are willing to have any contemplated act appear the next day on the front page of their local paper – to be read to their spouses, children and friends..."

Keep in mind also that, as Mr. Buffett has often said, "It takes twenty years to build a reputation and five minutes to ruin it."

C. COMPLIANCE WITH LAWS/REPORTING KNOWN OR SUSPECTED VIOLATIONS

These Standards (1) identify certain specific laws and regulations that may apply to the Company's operations, and (2) set forth the minimum standards that must be followed to ensure compliance with those laws and regulations. The applicable laws and regulations include not only federal, state and local laws and regulations of the United States, but also laws and regulations of any foreign countries in which the Company does business.

These Standards are not exhaustive, and there may be additional laws and regulations that apply to the Company's operations that are not discussed here. Even if a particular law or regulation is not discussed here, it is the policy of the Company to ensure compliance with that law or regulation.

The Company expects its employees to report known or suspected violations of the law and of these Standards. Under normal circumstances, employees should initially discuss any suspected or known illegal or unethical behavior with supervisors, managers or other appropriate personnel. Employees may also bring such matters directly to the attention of the General Counsel or Chief Financial Officer. In addition, employees may report questionable behavior anonymously via the **Berkshire Hathaway Ethics and Compliance Hotline (1-800-261-8651 for the U.S. and Canada, 0800-91-5504 for France, 0800-186-0191 for Germany, 0808-234-0033 for the United Kingdom and country direct code+800-781-6271 for any other country)**. Employees may also utilize Berkshire Hathaway's web reporting site, which is located at <https://www.brk-hotline.com>. No retaliatory action of any kind will be permitted against anyone making such a report in good faith.

In furtherance of these Standards, there must be complete cooperation by all employees with the Chief Financial Officer, the General Counsel, and their respective staffs, and independent outside auditors and/or attorneys to enable them to discharge their responsibilities in enforcing these Standards and investigating any suspected violations to the fullest extent.

D. DEFINITIONS

In addition to the terms defined in these Standards and the Policy, the following Definitions apply to these Standards and the annual Ethics and Compliance Questionnaire, and include examples that should serve as a guide to prohibited types of activity:

"Anything of Value" is defined in the Policy.

"Compete(s)", **"Competing"** or being a **"Competitor"** means engaged in competition with the Company, directly or indirectly, in the purchase, sale or leasing of products, property or interests in property.

"Confidential Information" means information concerning any aspect of the business, finances, sales, marketing, or operations of the Company, or proprietary information acquired regarding companies with which the Company is, or is considering, doing business. Any information is "confidential" until it has been publicly disclosed by someone authorized by the Company to make such disclosure. Without limitation, the term "Confidential Information" includes "Personal Data" as defined below.

"Corporate Opportunities" means any business opportunity which you learn about as a result of your relationship with the Company.

"Direct or Indirect Financial Interest" includes interest as an owner, partner, stockholder, option holder, director, officer, guarantor, creditor, employee, consultant, or trustee or beneficiary of a trust, but does not include stock holdings of less than 1% of the outstanding stock of a publicly owned corporation whose shares are regularly traded on the open market.

"Family Member" includes your spouse; the parents and step-parents of your spouse; siblings and step-siblings of your spouse; your parents and step-parents; your children and step-children and their spouses; your siblings and step-siblings and their spouses; your grandchildren and their spouses.

"Payment" means the transfer of Anything of Value.

“Personal Data” means information about an identified or identifiable natural person, whether in electronic or written form. (An identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to his or her physical, physiological, mental, economic, cultural or social identity.)

E. BRIBES AND IMPROPER PAYMENTS

No employee of the Company may enter into any agreement or arrangement by way of commission, rebate, consulting or service agreement, or otherwise, when such employee knows or should suspect from the surrounding circumstances or after reasonable good faith inquiry, that the intent or probable result is to bribe (or receive a bribe from), generate a kickback involving, or otherwise improperly reward (or receive an improper reward from) directly or indirectly any person.

The purpose of this provision is to prohibit the giving of inducements to such individuals to make decisions or take action favorable to the Company, its employees or their Family Members, whether relating to, obtaining, or retaining business or otherwise. The concept of an improper reward includes the giving of Anything of Value, not just gifts and money. Such conduct not only violates these Standards, but also violates various laws, including, but not limited to, the Foreign Corrupt Practices Act (“FCPA”) and the UK Bribery Act. For example, forgiveness of a personal debt may constitute an improper Payment just as readily as a cash Payment or free or special price services or trips at Company expense, without a proper business purpose. No action that would conflict with these standards or otherwise be suspect is permissible merely because it appears to be customary in a particular location or a particular area of business activity.

It is in the best interests of the Company to avoid even the appearance of impropriety. The Company's concern is not only whether a gift, donation or service is technically legal or customary, but also whether or not the public might reasonably view such an act as improper or unethical if all the circumstances were fairly disclosed. The Company intends to follow a uniform practice in all areas of its operations consistent with its basic policy.

Payments of any type must be made, and records kept, in conformity with the Company's standard accounting procedures.

Please see the Policy for more specific requirements related to the improper offers and payments. Should you be faced with a situation that could involve a bribe, to or from a public official or any person, contact the General Counsel immediately.

F. TRANSACTIONS WITH RESTRICTED COUNTRIES, ENTITIES AND PERSONS

The Company and its officers, directors and employees must strictly comply with all applicable economic and trade sanctions and embargo programs under U.S. law, United Nations resolutions and foreign laws and regulations. Compliance requires careful monitoring of, and sometimes prohibitions on, transactions involving target countries and regimes and target individuals and/or groups of individuals (for example, terrorists and narcotics traffickers). Violations can result in substantial fines, imprisonment and severe restrictions on the Company's ability to do business in the United States and abroad. Refer to the Policy and the Company's Third Party Due Diligence Policy for specific information regarding restricted transactions with certain countries, entities and persons.

Ongoing Compliance As anti-terrorism and foreign policy programs evolve and related rules change, the nature and extent of permitted and prohibited activities could change; for instance, additional countries or persons could become subject to embargoes or sanctions programs, or existing embargoes could be lifted or sanctions programs relaxed. Also, additional or different requirements may be applicable to our affiliated companies that are

not U.S. companies or that are doing business outside of the United States. Please consult with the General Counsel to confirm compliance with applicable requirements before entering into any contractual or business relationship with persons or involving countries implicating potential anti-terrorism or foreign policy concerns. Refer to the Policy for additional information regarding ongoing compliance requirements.

Conflicts with Other Laws Conflicts may exist between U.S. laws and the laws of other countries in which the Company operates. Accordingly, it is the Company's responsibility to adapt the provisions of these Standards to the extent necessary to comply with applicable non-U.S. laws. Any questions regarding a potential conflict between these Standards and the requirements of the law of any country should be directed to the General Counsel.

G. OTHER ETHICAL STANDARDS

1. Conflicts of Interest

A conflict of interest exists when a person's private interest interferes in any way with the interests of the Company. A conflict can arise when an employee takes actions or has interests that may make it difficult to perform his or her work for the Company objectively and effectively.

All employees owe a duty of loyalty to the Company in all of their business and financial affairs. They must avoid any situation which might involve a conflict, the possibility of a conflict, or even the appearance of a conflict between their personal interests and the interests of the Company. Employees, directors and officers, and their Family Members, must not Compete with the Company or take a Direct or Indirect Financial Interest in a Competing company or concern. Employees must also exercise discretion in using or discussing Confidential Information so as to avoid disclosing Confidential Information to third parties, including Family Members.

Conflicts of interest may not always be clear-cut, so, if you have a question, you should consult with your supervisor or manager or, if circumstances warrant, the Chief Financial Officer or General Counsel. Any employee who becomes aware of a conflict or potential conflict should bring it to the attention of a supervisor, manager or other appropriate person or as otherwise directed in this document.

The Company requires that employees disclose, in advance, to its General Counsel and, in appropriate cases as directed by the General Counsel, its Chief Executive Officer, participation in any arrangement that could involve an actual or potential conflict of interest. All senior employees of the Company are periodically required to complete and sign an Ethics and Compliance Questionnaire to verify adherence to these Standards.

Any questions or concerns regarding these Standards should be directed to the General Counsel.

2. Corporate Opportunities

Employees are prohibited from taking Corporate Opportunities for themselves, or for their Family Members. No employee, director or officer, or Family Member, may use corporate property, information or position for improper personal gain, directly or indirectly, or act in a manner that Competes with the Company, or which subordinates the Company's best interests to contrary interests of the employee or Family Member. Employees owe a duty of loyalty to advance the Company's business interests whenever possible.

3. Hospitality, Gifts, Entertainment and Other Business Expenditures

The purpose of legitimate business hospitality, gifts, entertainment and other expenditures ("Hospitality Expenses") in a commercial setting is to create goodwill and sound business relationships, and not to gain or permit unfair advantage with customers, vendors or those who seek to do business with the Company. Bona fide reasonable and proportionate Hospitality Expenses that seek to improve the image of the Company or create such goodwill and sound business relationships are recognized as an established and important part of doing business and are not prohibited by these Standards. A particular Hospitality Expense may be appropriate if it (1) is consistent with

customary business practices, (2) is not excessive in value, (3) cannot be construed as a bribe or payoff, and (4) does not violate any law or regulation. Otherwise, employees and their Family Members are prohibited from offering Anything of Value to any customer, vendor, other Company business associate, or others seeking to do business with the Company or Competitors.

Employees are expected to exercise good judgment in determining whether a proposed Hospitality Expense or series of expenses may violate these standards. It is the Company's policy to operate on the side of caution; if it is questionable whether a Hospitality Expense would violate these Standards, the Hospitality Expense should not be incurred. If employees have questions about Hospitality Expenses, they may consult their supervisor, Legal and/or Internal Audit. All Hospitality Expenses must be reported and, where required, approved in advance in accordance with the Company's standard procedures.

Company employees and their Family Members should consider the appropriateness of an offered gift before accepting Anything of Value from any customers, vendors or others seeking to do business with the Company, Company business associates or Competitors. When offered a gift, employees are expected to exercise good judgment and utilize the criteria for Hospitality Expenses listed above to determine if the gift is appropriate. Generally, the provisions of these Standards would not prohibit a Company employee from accepting gifts of "token" or "nominal" value. Employees should consult their supervisor promptly as to the appropriate handling of any gift of more than token or nominal value.

4. Fair Dealing

Employees shall behave honestly and ethically at all times and with all people. They shall act in good faith, with due care, and shall engage only in fair and open competition with Competitors, suppliers, customers, colleagues and other business associates. Stealing proprietary information, possessing or using trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited. No Employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair practice.

5. Confidentiality

Employees, officers and directors must maintain the confidentiality of Confidential Information entrusted, or available, to them, except when disclosure is authorized by an appropriate legal officer of the Company or required by laws or regulations. This confidentiality obligation extends to customers and vendors of the Company, as well. The obligation to preserve Confidential Information continues even after termination of employment or of a business relationship. Disclosure or use of Confidential Information other than as required for legitimate business of the Company is prohibited, whether or not such disclosure or use is motivated by an actual or anticipated personal profit or advantage. For more information about confidentiality requirements, refer to the Company's Confidentiality Policy.

6. Data Privacy and Protection

The Company respects the data privacy rights of our employees, customers, consumers and other business partners. The Company is also committed to complying with all applicable data privacy laws globally. For the use, handling and storage of all Personal Data, all employees are required to comply with the Company's data privacy policies, any privacy policy posted on our external websites, and with all applicable laws. If you have any questions about the company's data privacy policies or applicable laws, please contact the Legal Department.

7. Protection and Proper Use of Company Assets

All employees should endeavor to protect the Company's assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on the Company's profitability. Any suspected incident of fraud or theft should be immediately reported for investigation. The Company's equipment should not be used for non-Company business, though incidental personal use is permitted.

The obligation of employees to protect the Company's assets includes its proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, engineering and manufacturing ideas, designs, databases, records, salary information and any unpublished financial data and reports. Unauthorized use or distribution of this information would violate Company policy. It could also be illegal and result in civil or criminal penalties.

8. Timely and Truthful Public Disclosure

In reports and documents filed with or submitted to the Securities and Exchange Commission and other regulators by the Company or Berkshire Hathaway, or prepared for others to use in reviewing and preparing such filings and submission, and in other public communications made by the Company, the employees involved in the preparation of such reports and documents (including those who are involved in the preparation of financial or other reports and the information included in such reports and documents) shall make disclosures that are full, fair, accurate, timely and understandable. Where applicable, these employees shall provide thorough and accurate financial and accounting data for inclusion in such disclosures. They shall not knowingly conceal or falsify information, misrepresent material facts or omit material facts necessary to avoid misleading the Company's independent public auditors or investors.

9. Significant Accounting Deficiencies

Each employee shall promptly bring to the attention of the Chief Financial Officer, the General Counsel, or the Vice President of Internal Audit any information he or she may have concerning (a) significant deficiencies in the design or operation of internal controls over financial reporting which could adversely affect the Company's ability to record, process, summarize and report financial data, or (b) any fraud, whether or not material, that involves management or other employees, regarding financial reporting, disclosures or internal reporting controls, or fraud in any other aspect of the Company's business.

10. Insider Trading

Personnel who have access to Confidential Information are not permitted to use or share that information for securities trading purposes ("insider trading") or for any other purpose except the conduct of the Company's business. All non-public information about the Company should be considered Confidential Information. It is always illegal to trade in Berkshire Hathaway securities while in possession of material, non-public information, and it is also illegal to communicate or "tip" such information to others. While all employees are prohibited from insider trading, Berkshire has adopted specific "Insider Trading Policies and Procedures" applicable to the Company's directors, executive officers and key employees. This document is posted on Berkshire's website.

H. ACCOUNTING AND FINANCIAL REPORTING

All funds and other assets and all transactions of the Company must be properly documented, fully accounted for and promptly recorded in the appropriate books and records, in conformity with prescribed accounting principles. The books and records of the Company must accurately reflect all transactions, including any payment of money, transfer of property or furnishing of services.

These accounting principles, the law and business practice all require that:

1. The use of funds, assets, facilities or services of the Company for any unlawful, improper or unauthorized purpose is strictly prohibited.

2. All transactions must be executed, and access to funds, property or other assets of the Company permitted, only with prior management authority. All such transactions must be reflected accurately and fairly in the appropriate books, records and accounts so as to permit the preparation of financial statements and reports in

accordance with generally accepted accounting principles and other applicable standards, rules, regulations or criteria.

3. All of the assets and liabilities of the Company shall be recorded in the appropriate regular books and accounts. Under no circumstances shall there be any unrecorded fund or asset of the Company, regardless of its intended purpose or use, or any improper, inaccurate or false entry made on the books, records or accounts of the Company. It is the policy of the Company that all transactions be recorded in a timely, consistent and accurate manner in terms of amount, accounting period, purpose and accounting classification.

4. The Company shall devise and maintain a system of internal accounting controls sufficient to assure management's control, authority and responsibility over the company's assets.

5. Receipts must be obtained and kept for any travel, gifts or entertainment provided to a government official.

6. Access to systems of accounting or financial records shall not be given to individuals without proper authorization. Destruction or removal of the Company's records may be undertaken only in compliance with internal policy and the applicable policies of Berkshire Hathaway.

It must be emphasized that no intent to deceive or defraud is required to constitute a violation of any of the foregoing standards.

In connection with these matters, managers of the Company must use particular care to avoid making, or causing to be made, any materially false or misleading statement, or omitting to state, or causing another person to omit to state, any material fact, the omission of which would make any statement made misleading under the circumstances. Any individual who has reason to believe that a violation of the foregoing rules may have occurred at the Company should promptly report that concern to the General Counsel or through the Berkshire Hathaway Ethics & Compliance Hotline. Any inquiry from the internal or independent auditors of the Company must be responded to fully and promptly. All employees are obligated to report known or suspected fraud or theft of Company assets or Confidential Information. Refer to the Policy for more information.

I. POLITICAL ACTIVITIES

1. All Political Contributions

All political contributions on behalf of the Company, directly or indirectly, whether for federal, state or local matters, within or outside the U.S., are strictly prohibited, without prior written approval of the Chief Executive Officer.

2. Lobbying in the United States

All lobbying activities and expenditures on behalf of the Company, directly or indirectly, whether for national, state or local matters, within or outside the U.S., are strictly prohibited, unless the Chief Executive Officer gives prior written approval. Once approved under the preceding paragraph, lobbying expenditures by, or on behalf of, the Company must be disclosed in accordance with applicable laws.

J. ANTICOMPETITIVE CONDUCT

The Company independently and unilaterally determines the prices, promotional terms and other terms of sale of its products. Employees shall not make any agreement with a competing company affecting the prices, terms or conditions of sale of the Company's products, and shall make no agreement with any account or vendor which would violate these Standards or applicable trade laws and regulations. Employees shall not exchange information

with respect to prices, costs, product specifications, finances, marketing or advertising plans with Competing companies or with anyone who is not bound by a confidentiality obligation with the Company.

K. RETENTION OF THIRD PARTY SERVICES – GOVERNMENT INTERACTION OR LEGAL REPRESENTATION

Prior to selecting, retaining and/or renewing any third party (including, without limitation, any consultant, attorney, distributor, commercial agent, customs broker, freight forwarder, or joint venture partner) who will represent the Company in financial transactions with customers or in interactions of any kind with government officials, appropriate due diligence must be conducted concerning the prospective third party (refer to the Company's Third Party Due Diligence Policy for specific due diligence procedures). Any concerns regarding a third party should be immediately reported to your manager or supervisor. If the concern relates to a potential violation of these Standards, please report the matter immediately to the General Counsel or the Chief Financial Officer. In addition, any engagement of legal counsel with respect to representing the Company in any matter must be approved in advance in writing by the General Counsel or Deputy General Counsel.

L. ANTI-MONEY LAUNDERING COMPLIANCE

It is the Company's policy to conduct business only with persons or entities who share our commitment to legal compliance and whose funds have a legal source. Employees must take reasonable risk-based measures to prevent and detect money laundering and avoid potential criminal liability for and reputational risk associated with such activity. Under money laundering criminal provisions, it is generally a crime to engage in transactions with knowledge that the proceeds are from illegal activity. Similarly, employees will conduct reasonable due diligence on persons or entities to ensure they are engaged in legitimate business activity.

M. VIOLATIONS OF LAWS AND THESE STANDARDS

If the Company determines that applicable laws or these Standards have been violated, either directly or otherwise, including by failure to report a violation or by withholding information related to a violation, the offending employee may be disciplined for non-compliance, with penalties up to and including removal from office or dismissal. Violations of these Standards may also constitute violations of law and may result in criminal penalties and civil liabilities for the offending employee and/or the Company. All employees are required to cooperate in internal investigations of known or suspected violations of applicable laws, these Standards or other misconduct.

N. COMPLIANCE PROCEDURES

We must all work together to ensure prompt and consistent action to prevent violations of these Standards. In some situations, however, it is difficult to know if a violation has occurred. Because we cannot anticipate every situation that will arise, it is important that we have a way to approach a new question or problem. These are the steps to keep in mind:

- Ask first, act later. If you are unsure of what to do in any situation, seek guidance before you act.
- Make sure you have all the facts. In order to reach the right solutions, we must be as informed as possible.
- Ask yourself: What specifically am I being asked to do? Does it seem unethical or improper? Use your judgment and common sense. If something seems unethical or improper, it probably is.

- Clarify your responsibility and role. In most situations, there is shared responsibility. Are your colleagues informed? It may help to get others involved and discuss the problem.
- Discuss the problem with your supervisor. This is the basic guidance for all situations. In many cases, your supervisor will be more knowledgeable about the questions, and he or she will appreciate being consulted as part of the decision-making process.
- Seek help from Company resources. In rare cases where it would be inappropriate or uncomfortable to discuss an issue with your supervisor, or where you believe your supervisor has given you an inappropriate answer, discuss it locally with your office manager or your human resources manager.
- You may report ethical violations in confidence without fear of retaliation.

O. CONCLUSION

Each manager of the Company is responsible for the enforcement of and compliance with these Standards within his or her area of responsibility, including distribution of these Standards to management reporting to him or her.

These Standards and any related documentation may not be waived and shall be deemed included in all applicable employee manuals, shall be provided to all management employees and shall be available to all employees. Review and explanation of these Standards and any related documentation shall be made a part of the training for each manager.

Any modification of these Standards requires approval by the Company's General Counsel in writing.

Any employee who becomes aware of a failure of any other employee(s) to abide by the terms of these Standards or applicable law should contact the General Counsel. No retaliatory action of any kind will be permitted against anyone making such a report in good faith. However, should any employee be concerned as to whether reporting of activity as required by these Standards or applicable law may subject him or her or any other employee to any form of retaliation, he or she should contact the General Counsel.