Environmental Sustainability
Core Environmental Values

We are committed to proactive involvement in activities directed to the preservation and conservation of our natural resources.

We are committed to operating our facilities in compliance with all applicable environmental laws and regulations.

We are committed to working with our employees, customers, and suppliers to design products, processes, equipment, and packaging that are environmentally friendly and economically viable.

We are committed to encouraging and educating our employees in environmental responsibilities and activities required for the preservation of our natural resources.
Senior managers of Fruit of the Loom, Inc. and its subsidiaries (“the Company”) are responsible for setting environmental goals and initiatives for the Company and for attending to and effecting resolution of environmental compliance issues worldwide. This Environmental Policy emphasizes the Company’s intent to maintain the strong compliance reputation upon which it was established and to stress the Company’s commitment to continuously identify improvements that impact our environmental footprint and research appropriate reductions.

Fruit of the Loom, Inc. corporate environmental engineers conduct periodic environmental and energy assessments at each operating facility to assure continued compliance and to assist in identifying improvement opportunities. The environmental assessment program is utilized to raise the environmental awareness of personnel involved and help ensure that all of the Company’s facilities operate in an environmentally safe manner. Facilities are evaluated for compliance with all applicable federal, state, and local requirements as well as corporate policies.
Our Commitment

The Company conducts corporate level educational meetings on a periodic basis for our facility environmental coordinators and encourages these coordinators to further their education via on-line computer courses, seminars, and conferences. Through **employee training** and **awareness programs**, we educate and encourage our employees to promote environmental sustainability in their homes and communities.

It is required that all Fruit of the Loom, Inc. facilities do the following:

- **Develop and implement Standard Operating Procedures (SOPs)** that assure environmental safety and the protection of our employees;
- **Maintain compliance** with applicable environmental laws and regulations, as well as internal corporate policies and procedures;
- **Conduct training programs** to assure that employees receive an appropriate level of environmental training;
Our Commitment

- Establish **energy/environmental teams** to review each process and identify opportunities to improve our environmental stewardship;
- Establish **preventive maintenance** and **replacement programs** to assure a high degree of equipment reliability; and
- Establish **cooperative dialogue** with regulatory agencies and local community organizations and representatives.
To further support Fruit of the Loom, Inc.’s commitment, an Environmental, Health & Safety (EHS) Steering Committee comprised of senior management meets quarterly. The EHS Steering Committee’s responsibilities are to provide direction in all activities related to the preservation and conservation of the environment. The EHS Steering Committee is responsible for the following:

- Establish annual goals and initiatives;
- Provide leadership resources for the operating facilities; and
- Identify, communicate, and follow up on improvement opportunities to advance environmental stewardship.
The Environmental, Heath & Safety Steering Committee is comprised of senior management from various areas throughout the organization. Below is a list of the positions that make up the Steering Committee.

**Executive**
- Chairman & CEO
- EVP & Chief Operating Officer
- EVP & Chief Human Resource Officer

**Manufacturing**
- Senior VP, Manufacturing Operations
- Senior VP, Product Development & Distribution
- Vice President, Process Engineering
- Vice President, Textile Manufacturing

**Sales**
- Senior VP, Retail Sales

**Legal**
- Senior VP, Deputy General Counsel
- Vice President, Corporate Social Responsibility
- Attorney

**Human Resources**
- Vice President, Corporate Communications

**Engineering Services**
- Vice President, Engineering, Health & Safety
- Senior Director, Environmental, Health & Safety
- Senior Manager, Global Environmental, Health & Safety
Facility Commitment

Each facility’s management is responsible for compliance with all applicable environmental laws and regulations and the implementation of any recommendations made by the EHS Steering Committee.

Each facility is responsible for identifying improvements that impact our environmental stewardship from the origin of components utilized in our products to the final placement of all by-product usage.

Each facility manager is responsible for assigning an environmental coordinator for his/her facility. The environmental coordinator is responsible for ensuring that procedures are in place to comply with government rules and regulations and to assist the facility manager in identifying continuous improvements in our environmental stewardship efforts.
Fruit of the Loom, Inc. operates facilities throughout the world. As part of these operations, various government environmental laws and regulations can apply. These may include regulations for air emissions, wastewater discharges, solid and/or hazardous waste management, and various other items.

Fruit of the Loom, Inc. practices continuous improvement in the advancement of environmental stewardship in managing resource usage in our processes and products.

We strive to make improvements in the following areas: water, energy, waste, process chemicals, transportation, and packaging.
Over the years, Fruit of the Loom, Inc. has documented over one thousand process improvement projects.

These projects have allowed us to make great strides in reducing the amount of waste generated, reducing the amount of process chemicals used, and reducing the amount of water used in our daily operating procedures.

These projects also showcase our ongoing savings in energy, packaging, and transportation.
Fruit of the Loom, Inc. has always acknowledged water as a valuable resource and understands that it should be used wisely.

Every facility in the organization continually searches for ways to reduce water consumption. It is standard practice at all of our facilities to ensure that all water-using equipment is well maintained and checked periodically for leaks. Also, when purchasing new equipment, water efficiency is taken into account.

We are constantly investigating opportunities to reduce and/or reuse process water.

Not only do we try to reduce water usage within our organization, but we also attempt to work with suppliers who put forth effort to decrease their water consumption as well. This is achievable by making changes in our manufacturing processes that require materials and/or packaging made with the use of water.
Energy reduction has always been a priority for each of the Fruit of the Loom, Inc. facilities. This reduction is achieved in several ways, including, but not limited to, process optimization, machine optimization, and minimizing general facility energy consumption. We operate a power plant producing renewable energy and several facilities operate with solar power.

Our corporate Engineering Services team provides annual energy and support equipment assessments at the Company’s facilities. The primary focus of these assessments is to identify wasteful utility practices while examining efficiencies of energy recovery, HVAC, and all energy support systems.

Additionally, we gather facility production data, combine it with past production history, and forecast future utility usage in an effort to more accurately plan energy requirements throughout the Company.

We use our plant utility information as we examine energy rates and contracts to ensure that we decrease the impact of market volatility on our forecasted utility costs as much as possible.

Fruit of the Loom, Inc.
Fruit of the Loom, Inc. puts emphasis on minimizing waste and managing it properly. We work diligently to reduce the amount of waste generated through our daily operations.

In a continuing effort to reduce the amount of generated waste going to the landfill, we recycled over 92 million pounds of waste in 2017. This accounted for 96% of our total waste.
Without the use of chemicals, the textile industry, as we know it, would be nonexistent. Everything from softening the material so that it is comfortable for the consumer, to getting the pH of the water right during the dyeing process, is done through the use of chemicals. There is a constant effort to reduce the amount of chemicals that we use on a daily basis.

Two processes are used within the Company to reduce the amount of potentially hazardous chemical usage. First, all new chemicals are evaluated by our Corporate Environmental, Health & Safety personnel to minimize potential effects on our employees and on the environment. Second, we evaluate current processes in an effort to reduce the amount of chemicals being used.
Fruit of the Loom, Inc. has made it a priority to reduce the number of trucking and sea transport miles required to transport our goods. We have implemented projects that increase transportation efficiency, which in turn reduces fuel consumption and our GHG emissions.
Fruit of the Loom, Inc. understands that the amount of packaging used in our products has a profound effect on the environment, as all of the packaging, at some point, will be discarded and recycled, or shipped to a landfill. The Company also understands the importance of being a good environmental steward by limiting the amount of packaging materials used for transporting and marketing our products.

By right-sizing packages and using recyclable and/or recycled materials where possible, Fruit of the Loom, Inc. can positively impact the environment.
It is our commitment to our employees and to our customers.

It is part of our Core Values.

It is who we are.