Factory Safety Policy

Fruit of the Loom believes safety is a critically important issue in the factories manufacturing our family of brands (“Facilities”). Accordingly, we have developed this “Factory Safety Policy” to clarify the requirements that must be satisfied by all Facilities that supply our products (“Suppliers”). We expect all Suppliers to fully comply with the terms of this Policy. Capitalized terms used, but not specifically defined, in this Factory Safety Policy, have the same meanings ascribed to them in the Fruit of the Loom Supplier Guidelines.

Program

Fruit of the Loom employs a Facility safety program designed to identify risks and educate Suppliers on measures that should be taken to prevent hazardous conditions that could compromise the safety of the Facilities. Hazardous conditions may include, but shall not be limited to, fire safety measures, building construction protocols, and emergency response capabilities. All Facilities of our Suppliers must agree to semi-unannounced Facility safety assessments conducted by an independent third party. In addition, Suppliers must agree to submit to random unannounced Facility safety assessments by Fruit of the Loom agents and employees. Facilities will be given 90 days to take corrective action on all deficiencies noted in any Facility safety assessments. If corrective action is not taken in-full within said 90-day period as demonstrated to Fruit of the Loom’s satisfaction, the Supplier may be terminated.

Worker Training and Engagement

Fruit of the Loom believes that an effective Facility safety program requires input and participation of workers. All Suppliers must implement training initiatives designed to educate every worker on foundational Facility safety principles. In addition, each Supplier must form a “Health and Safety Team,” comprised of worker and management representatives, designed to study and seek improvements in fire safety and other workplace safety hazards. Compliance with the worker training and engagement elements of this Factory Safety Policy will be verified in Fruit of the Loom’s safety assessments of each Facility.

Posting Requirements

Suppliers must post this Factory Safety Policy in a conspicuous location accessible to all employees and visitors, in languages understood by every employee, including foreign migrants. In addition, Suppliers must make the results of Facility safety assessments available to local government officials upon request.

Bangladesh Suppliers

In accordance with Fruit of the Loom’s commitment to the Transition Accord Program on Fire and Building Safety in Bangladesh (the “Program”), all Bangladesh Suppliers must coordinate and cooperate fully with Fruit of the Loom with respect to meeting the requirements of the Program.