DEFINITIONS

Assessment: A process by which FOTL, an external monitor or other business partner determines whether a Facility is in compliance with specified requirements and identifies deficiencies and areas of concern.

Corrective Action Plan ("CAP"): The plan of action that details methods to remedy any findings in a social compliance or security Assessment report. The CAP lists each finding, the root cause of the finding, the action that must be taken to correct the finding, the responsible party, the deadline date, and status for completing the action item.

Facility: The physical location where goods are being produced or warehoused at any stage of the Supply Chain.

Subcontractor: Any business other than the supplier to which Fruit of the Loom (or its affiliate) has issued its purchase order that performs a process directly related to the production of the product for Fruit of the Loom by the supplier. Examples of subcontracted processes could be cutting, sewing, or any operation thereafter (e.g., embroidery, printing, or laundering of a branded finished product).

Supply Chain: The network of all the individuals, organizations, resources, activities and technology involved in the creation and sale of a product, from the delivery of source materials from the supplier to the manufacturer, through to its eventual delivery to the end customer.
At Fruit of the Loom and our affiliated companies (collectively, “Fruit of the Loom” or “FOTL”), we are committed to ensuring that our company conducts business in a socially responsible fashion, balancing the needs of the business with our impact on the environment, the people involved in our Supply Chain, and the communities in which we operate. We choose suppliers that share our commitment and work with us to achieve a sustainable Supply Chain.

The Code of Conduct is the starting point for establishing ethical and lawful business practices, as well as respect for human rights and the environment. Suppliers’ adherence to the FOTL Code of Conduct is monitored through regular Assessments conducted by third party Assessment firms. Suppliers are expected to be transparent about their operations at all times. When requested, all suppliers supporting FOTL products must be disclosed, including the legal name, physical address, product, and percentage of production capacity dedicated to FOTL product.

We promote an environment of continuous improvement and we are available to provide support as opportunities for improvement arise. We must work together within a Supply Chain in which the needs of the business and the people are met, and which operates in a way that minimizes impacts to the shared environment.

The Supplier Guidelines serve as a resource that outlines Fruit of the Loom’s social compliance expectations for Facilities involved in the manufacturing of our family of brands, either directly for Fruit of the Loom or for an affiliate.

The checkmark symbol throughout this document highlights specific actions required.
POLICIES

CODE OF CONDUCT

At FOTL, we are committed to conducting business in accordance with the highest standards of business ethics and respect for human rights and the environment as referenced in our Code of Conduct. We operate our owned Facilities in accordance with the standards as set forth in the Code of Conduct and require the same commitment from all Facilities that supply our products, including, but not limited to, contractors, Subcontractors, licensees, and other designated business partners.

- The current FOTL Code of Conduct is required to be posted in language(s) understood by every employee, including foreign migrants, in an area within the Facility that is easily visible and accessible to all employees and visitors. It must be 11x17 inches or A3 in size. A photo of the Code of Conduct showing where the Code of Conduct has been posted must be sent to FOTL. All employees must be trained on the FOTL Code of Conduct annually and record of the training must be sent to FOTL.

FACILITY SAFETY

Fruit of the Loom takes the matter of Facility safety as a critically important process in the Facilities manufacturing our family of brands. Accordingly, we have developed the “Factory Safety Policy” to clarify the requirements and we expect all suppliers to implement all of its terms.

- The current FOTL Factory Safety Policy is required to be posted next to the FOTL Code of Conduct in language(s) understood by every employee, including foreign migrants, in an area within the Facility that is easily visible and accessible to all employees and visitors. It must be 11x17 inches or A3 in size. A photo of the Factory Safety Policy showing where the Factory Safety Policy has been posted must be sent to FOTL.

U.S. CUSTOMS-TRADE PARTNERSHIP AGAINST TERRORISM (“C-TPAT”)

The United States government formed the C-TPAT program to secure trade channels against terrorism and to protect U.S. borders. We strive to ensure that terrorists, terrorist weapons and materials, and other contraband do not enter our Supply Chain and that the products and materials are not tampered with, lost, or stolen.

- Please note the following requirements for suppliers that ship to the U.S. as part of these efforts:
  - All suppliers that ship to the U.S. are required to complete FOTL’s C-TPAT Security Questionnaire ("C-TPAT Security Questionnaire") annually.
  - All suppliers that ship to the U.S. are required to use a C-TPAT-approved ISO 17712:2013 high security seal.
  - All suppliers that ship to the U.S. are required to undergo a security Assessment conducted by a third party Assessment Firm. FOTL, GSV, or WRAP security Assessments are acceptable to comply with this requirement.
  - U.S. Customs randomly Assess suppliers (that ship to the U.S.) to evaluate security measures in place.
CONFLICT MINERALS

On August 22, 2012, the U.S. Securities and Exchange Commission adopted a final rule as mandated by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, to require publicly-held companies, or issuers, to publicly disclose their use of conflict minerals that originated in the Democratic Republic of the Congo ("DRC") or an adjoining country (together with the DRC, "Covered Countries"). Under Section 1502, the term “conflict minerals” includes tantalum (derived from columbite-tantalite), tin (derived from cassiterite) tungsten (derived from wolframite), and gold. Covered Countries include the DRC, and the adjoining countries to the DRC: Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia.

The rule applies to all products manufactured on or after January 31, 2013.

To aid in the identification and reporting of conflict minerals usage to the U.S. government, each new supplier and licensee is required to evaluate its Supply Chain by filling out FOTL’s electronic Conflict Minerals Questionnaire. Suppliers and licensees will be randomly selected periodically to complete a new Conflict Minerals Questionnaire, the completion of which will also serve to ratify and confirm the accuracy and completeness of all prior responses thereto. In addition, we expect all suppliers and licensees to constantly review their Supply Chain and notify us immediately if any conflict minerals are used, and upon the occurrence of any event that would make any responses to the Conflict Minerals Questionnaire inaccurate or incomplete.

FORCED LABOR

Fruit of the Loom prohibits the use of forced labor, including, but not limited to, prison labor, indentured or slave labor, or bonded labor, in its Supply Chain. The FOTL Code of Conduct mandates that Suppliers monitor their own Supply Chain and adopt measures to ensure that their Facilities, and those Facilities within their Supply Chain, are not utilized in human trafficking. In other words, all suppliers, contractors, Subcontractors, licensees, and other designated business partners of Fruit of the Loom must prohibit the use of forced labor in their own Supply Chains and provide evidence of compliance efforts upon request. As further guidance, the following shall apply to all suppliers, contractors, Subcontractors, licensees, and other designated business partners of Fruit of the Loom:

- No prisoners, indentured, slave or bonded labor are permitted.
- Workers must not be in debt to a third party or the employer due to recruitment or placement.
- Workers must not pay any fees, taxes, deposits, or bonds during recruitment or placement.
- The terms of employment must be consistent with the terms offered at the time of recruitment.
- Workers’ personal identification documents must not be held by the Facility or employment agency, even with written consent from workers.
- Workers must not be required to live in Facility-provided housing.
• Workers must not be restricted from leaving the Facility after work and/or during unpaid breaks.
• Workers must not be penalized for not meeting daily quota.
• Overtime work must be optional.
• There must be a written policy on forced labor and a procedure to ensure forced labor and/or human trafficking is not utilized in the Supply Chain.
• The forced labor policy and procedure must be reviewed and/or updated annually.
• Records of any instances of forced labor and record of origin of cotton (if applicable) must be maintained.
• Employees must be trained annually on the forced labor policy and procedure relevant to their position and training records must be maintained.
• Migrants must be informed of the basic terms of employment before leaving home.
• Required documents shall include:
  o Forced labor policy
  o Procedure to ensure forced labor and/or human trafficking is not utilized in the Supply Chain
  o Records of any instances of forced labor and mitigation efforts
  o Forced labor training records

**Uzbekistan and Turkmenistan Cotton**

Cotton produced in Uzbekistan and Turkmenistan is known to be harvested by state-sponsored forced labor. Child and forced labor practices are a zero tolerance violation of the company’s Code of Conduct and will not be accepted under any circumstances.

As a company committed to respect for human rights, we require our business partners to refrain from purchasing cotton directly or indirectly from Uzbekistan or Turkmenistan or knowingly using yarn or textiles from vendors that source cotton from Uzbekistan or Turkmenistan when manufacturing any FOTL products. In addition, we require that our business partners maintain records identifying the origin of the cotton used in the manufacturing of all products made for FOTL and have the records available for review during Assessments.

We are committed to staying informed about this very serious issue, and any violation to this policy will be appropriately remediated or ultimately result in the termination of the business relationship with our company.

**North Korean Labor**

Under the United States law, Countering America’s Adversaries Through Sanctions Act (“CAATSA”), with few exceptions, any significant merchandise mined, produced, or manufactured wholly or in part by North Korean nationals or citizens is prohibited from entry into the United States. Our suppliers and licensees are responsible for ensuring that no forced or prison labor is being used in their production and Supply Chain, and that, absent written
permission from our company, no North Korean citizens or nationals are used in their production and Supply Chain. This includes all licensees and all tier levels of suppliers down to the raw material suppliers.

### COMPLIANCE ASSESSMENT

Facilities and Subcontractors must be Assessed for compliance with the elements of the Code of Conduct. Assessments are conducted by representatives of third party Assessment Firms, which have legal expertise and knowledge of the local language and culture.

Prompt payment of Assessments is the responsibility of the supplier or licensee before the Assessment takes place. FOTL reserves the right, however, to schedule unannounced Assessments at the cost of our company.

Prior to receiving the first purchase order, Facilities and Subcontractors must be Assessed and written acceptance must be given by the FOTL Corporate Social Responsibility department. To continue receiving orders, annual Assessments are required. Facilities with an unacceptable rating will be re-Assessed within six months of the most recent Assessment. Suppliers are also responsible for remediating findings from an Assessment, which are identified in the CAP, within an agreed timeframe. We expect suppliers to diligently work towards compliance with the Code of Conduct or the local law, whichever provides the higher level of protection for the workers.

Fruit of the Loom is an accredited participating company in the Fair Labor Association (the “FLA”), an organization that combines efforts of industry, civil society, colleges and universities to improve working conditions globally. Independent Assessments of our business partners are a component of this participation. The FLA’s Sustainable Compliance Initiative (“SCI”) methodology follows a management systems approach and is more substantive, consultative, and interactive than the standard social compliance Assessments. The FLA also collects, organizes, and benchmarks compensation data within the SCI scope. SCI Assessments are conducted in up to 5% of our suppliers annually. Suppliers must be willing to accept SCI Assessments and suppliers are responsible for remediating findings from an SCI by the stated deadlines. You will be notified in advance of any SCI Assessments and they are only conducted in supplier Facilities that ship to the U.S.