

# Global Standards for Suppliers

## ALL SUPPLIERS MUST COMPLY WITH THE FOLLOWING:

**Employment Practices:** HanesBrands has a strong commitment to treating employees fairly and with dignity and respect. We believe in doing business with Suppliers who share this commitment. We require Suppliers to comply with all applicable laws and regulations and to support fundamental human rights for all people.

**Child Labor:** Suppliers will not employ individuals in violation of the local mandatory school age or under the legal employment age in the country where they operate. Moreover, in no case will Suppliers employ workers under age 15, except for child actors and models employed in advertising or media who are protected by applicable child labor requirements.

**Compensation:** Suppliers will comply with applicable compensation laws and regulations, including those relating to minimum wages, overtime premiums, allowances and benefits. Suppliers shall pay at least the legally required compensation or the prevailing industry compensation, whichever is higher.

HanesBrands recognizes that everyone who works has the right to fair compensation. HanesBrands further recognizes that total compensation (wages, plus bonuses and in-kind benefits, excluding overtime) should enable workers to meet basic needs and have some discretionary income. We encourage suppliers to provide such level of fair compensation. Where this goal is not met, suppliers shall work with us to take appropriate actions that seek to progressively realize a level of compensation that does.

**Nondiscrimination:** Suppliers will not discriminate in hiring, compensation, advancement, discipline, termination or retirement, based on a person's race, color, gender, national origin (or ethnicity), age, religion, disability, sexual orientation, gender identity, veteran status, marital status and any other protected characteristics or beliefs. HanesBrands will favor those Suppliers who provide equal opportunity to all.

**Forced Labor:** Suppliers will not use forced or involuntary labor whether bonded, prison or indentured, including debt servitude.

**Freedom of Association and Collective Bargaining:** Suppliers will recognize and respect the right of employees to exercise their right of freedom association. Similarly, Suppliers will recognize and respect the rights of their employees to choose or not choose collective bargaining.

**Safety and Health:** Suppliers will operate a safe and healthy work environment for their employees. Suppliers must be committed to eliminating unsafe acts and conditions, thereby preventing harm to their workers, customers and the general public. Where applicable, this also applies to housing and eating facilities.

**Workplace Harassment or Abuse:** Suppliers will not subject employees to physical, verbal, sexual, or psychological harassment, nor use corporal or physical punishment to discipline employees.

**Working Hours:** Suppliers will comply with all applicable laws and regulations regarding working hours. Other than in exceptional circumstances, workers must not work over the legal limits or over 48 regular hours plus 12 overtime hours per week whichever is lower. Suppliers must allow workers at least 24 consecutive hours of rest following 6 consecutive working days. Overtime shall not be requested on a regular basis and is voluntary.

**Environment:** HanesBrands believes in doing business with Suppliers who share the company's commitment to protecting the quality of the environment around the world through sound environmental management. Suppliers will comply with all applicable environmental laws and regulations and will promptly develop and implement plans or programs to correct any non-compliant practices. Suppliers shall seek to reduce waste and adopt responsible measures to minimize and mitigate the environmental impact of their operations.

**Anti-corruption:** HanesBrands strictly abides by all applicable laws, including the Foreign Corrupt Practices Act and U.K. Bribery Act, and requires Suppliers to do the same. Suppliers will not pay bribes or engage in corrupt practices in order to advance HanesBrands' business interests. This includes, directly or indirectly, offering, promising to pay or authorizing the payment of money or anything of value to local government officials, political parties, candidates for political office or private individuals for the purpose of influencing the acts or decisions of government officials or other individuals.



## HANES Brands Inc

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