

Fruit of the Loom, Inc.

a Berkshire Hathaway Company

Factory Safety Policy

Fruit of the Loom takes the matter of factory safety as a critically important issue in the factories manufacturing our family of brands. 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 implement the terms of this Factory Safety Policy immediately and to fully comply with it going forward.

Audit Program

Fruit of the Loom employs a comprehensive factory safety audit program designed to identify risks and educate Suppliers on measures that should be taken to prevent fires. All factories of our Suppliers must agree to unannounced factory safety audits conducted by an independent third party. In addition, Suppliers must agree to submit to random unannounced factory safety audits by Fruit of the Loom agents and employees. Any such audit/inspection will be given 90 days to take corrective action on the deficiency. If corrective action is not taken in full within said 90 day period as demonstrated to Fruit of the Loom’s satisfaction, the Supplier could be terminated.

Worker Training and Engagement

Fruit of the Loom believes that an effective factory safety program requires input and participation of workers. All Suppliers will be required to implement training initiatives designed to educate every worker on foundational factory safety principles. In addition, each Supplier will institute a Health and Safety Team, comprised of worker and management representatives, designed to study and seek improvements in fire safety (in addition to 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 annual safety audit of each factory.

Posting Requirements

Suppliers will post this Factory Safety Policy and the results of all safety audits in a conspicuous location accessible to all employees and visitors (in the appropriate local language and the appropriate language for migrant workers that make up more than 10% of the workforce). In addition, Suppliers must make the results of factory safety audits available to local government officials upon request.

Bangladesh Suppliers

In accordance with Fruit of the Loom’s commitments to the Alliance for Bangladesh Worker Safety and the Accord on Fire and Building Safety in Bangladesh, all Bangladesh Suppliers must coordinate and cooperate fully with Fruit of the Loom with respect to meeting the requirements of those programs.

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