Fruit of the Loom
2015 Supplier Guidelines
CONTENTs

• INTRODUCTION
• HOW TO PREPARE
• CODE OF CONDUCT COMPLIANCE EVALUATION
• DESCRIPTION OF CODE OF CONDUCT VIOLATIONS
• CORRECTIVE ACTION PLAN (CAP) PROCESS
• CODE OF CONDUCT COMPLIANCE RATING SYSTEM
• ACCEPTED INDUSTRY ASSESSMENTS
• CONTINUOUS IMPROVEMENT PROGRAM (CIP)
• FACTORY EXIT POLICY
• SUPPLY CHAIN SECURITY EVALUATION
• FRUIT OF THE LOOM CODE OF CONDUCT
• NO UZBEKISTAN COTTON
• APPENDICES– TO BE COMPLETED AND RETURNED
  o CERTIFICATION REGARDING CODE OF CONDUCT AND FORCED LABOR
  o CERTIFICATION AGAINST THE USE OF UZBEKISTAN COTTON
  o THE CONFLICT MINERALS CERTIFICATION
  o SAFETY SELF-ASSESSMENT
  o FACTORY SAFETY LETTER & POLICY
  o FAIR LABOR ASSOCIATION (FLA) ACCESS LETTER

Revised: December 2014
INTRODUCTION

Union Underwear Company, Inc. d/b/a Fruit of the Loom, including its parent company, Fruit of the Loom, Inc. and its subsidiaries, including, without limitation, Russell Brands, LLC and Vanity Fair Brands, LP and our other affiliated companies (collectively, the “Corporation” or “Fruit of the Loom”), has a long-standing commitment to conducting its business in an ethical and legal manner. We choose contractors and vendors who share that commitment. As outlined in the Corporation’s Code of Conduct, we strive to maintain consistent standards in all facilities involved in the manufacture and distribution of our products.

The Corporation requires that every potential supplier complete a Code of Conduct compliance assessment. No purchase orders will be issued to a new vendor until they pass a Code of Conduct compliance assessment. Also, we require all active suppliers of finished product conduct and pass regular Code of Conduct compliance assessments. The purpose of these assessments is to ensure that they comply with local laws and the Corporation’s standards in every country in which they operate.

The manufacturing supplier or licensees for all business groups are responsible for the payment of all preproduction, annual and follow-up assessments.

In addition to audits conducted at the supplier’s expense, the Corporation reserves the right to conduct unannounced third party audits at any time, at our expense. The auditor will present the factory management with a letter of approval advising of our intentions. We expect full cooperation from the factory management.

This guide will help factories prepare for Code of Conduct compliance and supply chain security evaluations that will be performed by an approved Third Party Monitoring firm. This guide includes information on what to expect and how to prepare for the evaluations as well as information concerning factory assessment guidelines.

HOW TO PREPARE

The assessment is a fact-finding process designed to help our suppliers identify areas that can be improved to ensure that their facilities are in compliance with Corporate standards and country-specific as well as universal legal requirements.

The assessment consists of an inspection of the facility, interviews with employees, and a review of relevant documents. Upon completion of the assessment, the auditor will recommend corrective actions in order to help factory management make improvements to the facilities. The length of the assessment or the number of third party monitors conducting the verification will depend on the number of employees at the facilities.

Revised: December 2014
CODE OF CONDUCT COMPLIANCE EVALUATION

The following is a simple outline of the assessment procedures. The evaluations do not necessarily follow this order, however all steps are completed during the assessment. In addition, if further steps or documents are needed in order to have a complete understanding of the facility situation, these may be requested and should be provided. Management such as factory owner, general manager or human resource personnel should be present during the assessment. Otherwise, anyone who has delegated authority to provide the documents needed and answer the questions from the Third Party Monitor could assist in the process.

- The Third Party Monitor(s) arrives at the facility and present business cards and their company badge.
- An opening meeting is held with the facility’s contact person, preferably management. During this meeting, the format of the assessment is described. If the facility has a legally constituted union, a member of the union board must be present during the opening and closing meetings.
- The production manager and the human resource personnel are needed in order to answer a series of questions regarding production capacity, machines, lead times, hiring practices and security procedures.
- Company policies, handbooks, and management systems are reviewed.
- Private employee interviews are conducted. The Third Party Monitor selects the employees to be interviewed in private, without management present. Employees are asked questions regarding hours of work, length of employment, their understanding of disciplinary policies of the factory, hiring policy, and working conditions.

FRUIT OF THE LOOM WILL NOT TOLERATE RETALIATION AGAINST FACILITY EMPLOYEES WHO PARTICIPATE IN INTERVIEWS OR ANY OTHER PARTS OF OUR CODE OF CONDUCT COMPLIANCE ASSESSMENTS.

- Payroll documentation is reviewed. Payroll journals, timecards, production records, attendance books, proof of insurance payment or tax payment (if applicable) must be provided to the Third Party Monitor for a complete Assessment to take place. The Third Party Monitor evaluates that the regional minimum wage is provided to all employees for all hours worked, including overtime compensation. Also, it is evaluated whether maximum hours authorized to work, including weekend and evening hours, are in compliance with regional labor laws and Corporation guidelines.
- Employee records are reviewed. Proof of age documentation must be available.
- A walkthrough of the facility is conducted. Here the health and safety conditions of the facility are evaluated, as is the production capacity. Dormitory, housing and childcare units, if provided, also need to be inspected by the Third Party Monitor. The eating area or cafeteria used by the workers is also checked, as is the kitchen if cooking takes place onsite.
- Photographs of the facility are taken with permission from management.
- Copies of operating licenses and other government issued permits are reviewed.
- For suppliers exporting product to the U.S., the security of the facility and of containers shipped from there will be evaluated, with attention to physical security features as well as factory policies, procedures and documents concerning security.
- A Closing Meeting is held at the conclusion of the assessment. A Corrective Action Plan (CAP) report is completed listing all identified violations (if any). All violations are discussed with the facility management and union representatives (if applicable). Management is requested to sign the CAP to verify that they understand the findings. A copy of the CAP is left with management to assist them in resolving the concerns detected during the assessment.
DESCRIPTION OF CODE OF CONDUCT VIOLATIONS

The type of violation and the extent of deviance are a consideration in the assessment of risk level. A decisive factor in the assessment will be whether the violation was deemed willful. A willful violation can result in a failing assessment status.

A noncompliance occurs when a contractor violates either a local law or a standard in the Corporation’s Code of Conduct. The categories listed provide general standards upon which monitors assess the workplace environment. Please note that individual country regulations and restrictions MAY be more restrictive than these general standards.

Employment Relationship
This type of noncompliance occurs when a factory does not have respect for the people that are employed by the factory. The management of the factory does not treat employees in a manner consistent with national and/or international laws and regulations.

Non-Discrimination

Religious Discrimination: This type of discrimination occurs when the employees are disadvantaged because they are treated differently according to their religion. This includes denial of work, denial of promotions, differing pay rates, differing benefits, and differing disciplinary practices. Also, religious observance, i.e. prayer breaks, holidays, should not be prohibited.

Racial Discrimination: This type of discrimination occurs when employees are disadvantaged because they are treated differently on the basis of their race. As with any discrimination, this includes denial of work, denial of promotions, differing pay rates, differing benefits, and differing disciplinary practices.

Gender Discrimination: This refers to any instance where an employee is disadvantaged because of different treatment due to gender. Examples include pregnancy testing, firing pregnant employees, denial of promotions, denial or employment, different pay scales for the same job, and other differential treatment.

Medical Discrimination: This may occur when employers screen potential applicants for hire and require medical examinations. The exam itself is not discriminatory but if the results of the exam are used in an exclusionary manner to prevent an employee from being hired, this is discriminatory. Employees who become ill or injured should not be fired for this cause.

Pregnancy Testing: This can be viewed as gender and medical discrimination. While it may not be against the law, it is viewed as discrimination by human rights groups and the general public. Similarly to medical discrimination, if the results of a pregnancy test are used to exclude women from employment, this is discrimination. Suppliers should be careful not to allow their facilities to conduct these tests.

Harassment

Some companies may use harassment techniques to pressure employees to behave a certain way. Sexual harassment is the making of unwanted and offensive sexual advances or of sexually offensive remarks or acts. Many countries have laws prohibiting harassment of employees involved in union activities as well as prohibition of sexual harassment in the workplace. Harassment is not an acceptable form of management.

Forced Labor

Vendors shall not engage in involuntary, forced, prison, bonded, indentured, or slave labor, human trafficking or the hiring of trafficking and debt bondage victims. All employees shall be guaranteed freedom of movement. Overtime shall be voluntary. Vendors shall conduct due diligence to prevent human trafficking, debt bondage or other types of exploitation by third parties such as labor brokers or contractors. This occurs when an employer forces employees to work against their will, ability, or in a manner outside the provisions of the labor contract. Examples include instances when the employer requires overtime without the freely given consent of the employee, utilizes abusive overtime practices or does not allow sick employees to leave the factory.

Child Labor

Child labor violations include not only employing underage children but also employing a minor in a prohibited job, such as a night shift or hazardous work station. Proof of age documentation must be available for all employees in the form of birth certificate, government identification card, or other official documents in order to verify compliance with legal age limitations. Also, additional documents may be required for minors, including school completion certificates, doctor certificates, or permission from parents.

Revised: December 2014
Compensation

Off-Clock Work: If employees work off the clock, they may be paid in cash, which leads to tax and social security problems. They also cannot be guaranteed the minimum wage and/or overtime.

Cash Pay: In Canada and the U.S.A. cash pay is a violation because if an employee is paid in cash, then the records can be altered, allowing for evasion of taxes and social security. Furthermore, employers can violate minimum wage and overtime regulations. Also, payment in cash may expose employees to robbery and theft.

Unpaid training: A violation occurs if the employer does not pay a trainee the amount that he/she should receive according to the law.

Minimum Wage: The minimum wage is set either nationally, regionally, or by occupation. If an employee is paid by piece instead of hour, the employee must receive a wage equal to or above minimum wage. Any compensation below the minimum wage set by an individual country is a violation.

Overtime: All hours worked above the normal workweek must be compensated at the overtime rate specified by the individual country's labor code. This is regardless of any industry practice which may deny workers overtime. Overtime is to be paid within the working month or as specified by individual country law.

Record Keeping: The employer must keep adequate employees records including their personal information (name, address...), wages, hours worked, and money received. Also, in some countries, contractors need to have factory license and health insurance for the employees.

Excessive Deductions: This occurs when an employer subtracts more money than required or is legally permitted from the employee's pay.

Waivers: Suppliers must provide all employees with nationally mandated social insurance. FOTL does not accept provincial, regional, or local waivers.

Working Hours

Time Cards: All hours worked must be tracked in order to ensure correct payment of minimum wage and overtime. Absence of an adequate system of tracking hours worked means that correct pay for hours worked cannot be verified. Time card violations occur if an employer shaves off time or manipulates the hours punched on the timecard. Sometimes, one employee has multiple time cards or one employee punches in for all employees. In order to avoid these problems, time cards should include employee name, week ending date, employee signature, and the employee should initial any changes made to this record.

Overtime: Other than exceptional circumstances, the sum of regular and overtime hours will not exceed 60 hours per week, with one day off every seven days, in order to comply with the requirements set forth in the Fruit of the Loom Code of Conduct. Exceptional circumstances are defined as events or circumstances which substantially disrupt production and which are out of the ordinary and out of the control of the employer, including earthquakes, floods, fires, national emergencies, forced majeure, or periods of prolonged political instability. The definition does not include peak production periods, which can be planned for, or holidays or seasonal fluctuations. Records of exceptional circumstances must be maintained.

Freedom of Association

Most countries require that employers allow employees the freedom to choose to associate or not to associate with trade unions and other employee organizations. Even where these rights are restricted by the country law, employers should facilitate worker organizations within the company. Employees should be allowed to select worker representatives and representatives should have access to company management in order to address grievances and other issues.

Health and Safety

Violations occur when factories have unsanitary or unhealthy conditions that pose a danger to employees' well being. Sanitary conditions, good lighting and ventilation, employee training, and emergency preparation are all necessary for an acceptable work environment.

Dormitories: Worker dormitories provided by a Supplier must be clean and safe and provide adequate emergency egress, adequate heat and ventilation, reasonable personal individual space, and reasonable entry and exit privileges.
Environmental Sustainability

International environmental standards, and most country regulations, require control of air emissions, wastewater processes, labeling of chemicals, storage of hazardous materials, reduction or elimination of PCB and asbestos use, and many other issues. Employers must monitor their work environment to determine noise and temperature levels, emission levels for chemicals and pollution, and other areas that may present hazards to employees and the community as a whole. Then they must take the necessary steps to ensure that all processes are within national or international limits. This allows the company to take responsibility for caring for their employees and their community.

Subcontracting

Many possible violations result from subcontracting. If work is sent outside the factory, then the factory can no longer guarantee the conditions in which the work is produced. Therefore, there is a risk of child labor, homework, minimum wage and overtime violations, etc. If your factory is using a subcontractor, then the subcontractor must have a social compliance audit and be approved by the Corporation’s Social Compliance (CSR) team prior to using for production. Unauthorized subcontracting may result in the termination of the supplier’s agreement.

Homework

No homework of any kind is permitted. It is not feasible or practical to do compliance audits or monitoring of work done at an employee’s home. Homework commonly results in child labor, overtime, and minimum wage violations.

Business Ethics

Corruption, extortion or embezzlement by Suppliers, in any form, is strictly prohibited. This prohibition includes, but is not limited to, offering or accepting bribes in exchange for undue or improper advantage. Violations of this prohibition may result in immediate termination of the Supplier by the Corporation and subject the Supplier to legal action.
CORRECTIVE ACTION PLAN (CAP) PROCESS

Upon completion of the Assessment, if Code of Conduct violations are identified, the factory will receive a Corrective Action Plan (CAP) Scoring Matrix listing all violations and recommended remediation plan.

The third party auditor will complete the following information on the CAP:

   a) Description of the violation including legal and Code of Conduct requirements
   b) Suggested remediation: What should the factory do to remediate the violation?
   c) The time required for the facility to present and implement a preventive action plan

The factory will be responsible for completing the following information on the CAP:

   d) Root cause analysis: What problems caused the violation
   e) Preventive Action Plan: What management systems will be implemented to prevent the issue to happen again
   f) Name of project leader: The name of the factory's employee responsible for ensuring execution of the preventive action plan.

The key objectives of the Corrective Action Plan Process are 1) to help facilities identify what gave origin to the Code of Conduct violation and 2) the measures and management systems that must be implemented to guarantee that the violation will not occur again in the future; in other words that the violation is remediated in a sustainable way.

We track all corrective action plans with an expectation that all violations will be remediated within 90 days, but as quickly as possible. For suppliers receiving an “Unsatisfactory” ranking, we conduct follow up assessments to verify that violations to our Code of Conduct have been properly addressed. If we find that some violations have been inadequately corrected but the supplier has demonstrated significant improvements since the last assessment, we continue to work with our supplier, within a reasonable amount of time, on additional remediation measures. However where violations are numerous or severe, corrective actions are inadequate and the supplier is not making satisfactory efforts to improve working conditions, we terminate the business relationship.

CODE OF CONDUCT COMPLIANCE RATING SYSTEM

Depending on its type and severity, all violations receive a score which is included on the CAP Scoring Matrix. Suppliers are rated based on the number and score of the violations identified during an assessment. The following represents the grading scale:

- **Satisfactory:** No violations found, minimum violations, or WRAP, SA8000, ICTI - certified (e.g. machine maintenance required that does not pose an immediate threat, accidental miscalculation of benefits, etc.).

- **Needs Improvement:** Medium risk violations (e.g. missing age documents, excessive hours, etc.). Findings must be corrected, verified, and closed in the CAP process (see below).

- **Unsatisfactory:** Unacceptable practices that represent significant risk (e.g. minimum wages not guaranteed, deficient overtime payment, etc.).

- **Zero Tolerance:** Extremely severe violations and the facility will not be allowed for production (e.g. forced labor, child labor, unpaid wages, homework, no fire safety equipment, third party auditors denied access, etc.).

A new manufacturing supplier must receive a SATISFACTORY or NEEDS IMPROVEMENT rating after a pre-production assessment to be approved for production.

Revised: December 2014
ACCEPTED INDUSTRY ASSESSMENTS

The Corporation will review and consider the following industry Third Party Assessments as evidence of compliance with our Code of Conduct. The Corporation reserves the right not to accept the assessment based on the findings identified and or to accept the rating as identified by the third party assessor.

- Worldwide Responsible Accredited Production (WRAP)
- International Council Of Toy Industries, Inc (ICTI)
- Social Accountability International (SA8000)
- Business Social Compliance Initiative (BSCI)
- Sedex Members Ethical Trade Audit (SMETA)

CONTINUOUS IMPROVEMENT PROGRAM (CIP)

Suppliers interested in participating in a CIP program must contact the respective social compliance team for further details.

In an effort to facilitate our suppliers’ compliance improvement process, Fruit of the Loom encourages the use of credible consulting agencies to learn the importance of protecting and respecting labor rights, identify the root cause of recurring violations, and develop and implement management systems to ensure permanent solutions. Enrollment in a CIP will delay the need for a re-assessment.

a) The supplier is to provide the Fruit of the Loom compliance contact with the details of the CIP including agency and when the process will start
b) Throughout the CIP the supplier should provide the Fruit of the Loom compliance contact updates on the status of the program
c) At the end of the program, the supplier must conduct a compliance assessment and earn a Satisfactory or Needs Improvement rating
d) Suppliers are responsible for all costs associated with enrolling in a CIP program

FACTORY EXIT POLICY

In the event that your business relationship with Fruit of the Loom ends, you will receive a letter that explains several procedures. We expect that any posters, including the Fruit of the Loom Code of Conduct and Factory Safety Policy, be removed from the factory. We also require that our brand name(s) and any reference to our company as a current customer be removed from your website as well as from published reports.

SUPPLY CHAIN SECURITY EVALUATION

Fruit of the Loom Security Policy

It is the policy of the Corporation to take necessary steps to prevent violation of our supply chain’s integrity. We strive to ensure that terrorists, terrorist weapons and materials, and other contraband, do not enter our supply chain and the products and materials are not tampered with, lost or stolen.

We will accomplish this with our own foreign facilities and by working with our manufacturing suppliers, vendors, licensees, carriers, forwarders, brokers, truckers and other relevant business partners. The Corporation will periodically conduct assessments of our global supply chains based upon the Corporation’s security criteria to ensure that pertinent security measures are in place and adhered to throughout the supply chain. If the facility has been certified by WRAP, ICTI, BSCI, or SA8000 and the assessment does not include a security assessment, then the facility will be required to have a standalone C-TPAT (Customs Trade Partnership against Terrorism) assessment.

All suppliers are required to complete our International Vendor Security Questionnaire, as our supply chain security self-assessment and for internal use to measure compliance with C-TPAT requirements. C-TPAT is discussed below.

Revised: December 2014
This will be emailed to you at the beginning of each year. Every question on the questionnaire must be answered. Once the questionnaire is complete, it can be emailed back. A system will be in place soon that will enable suppliers to upload the questionnaire via a web portal.

**C-TPAT Assessment** *(For exporters to the U.S. market only)*
The United States Department of Homeland Security and the United States Customs Service launched the C-TPAT with the goal of securing trade channels against terrorism and protecting U.S. borders. The C-TPAT program calls on the trade industry to support government efforts by securing their supply chain within the domestic United States and abroad.

The Corporation is committed to complying with the requirements set forth in the C-TPAT program. Security assessments are required for all factories exporting any of our products to the U.S. market and should be conducted by an approved third party monitoring company. The assessment will consist of a walkthrough of the facility and review of documents, policies, and procedures. The walkthrough must include all work floors, vehicle parking areas, warehouses, storage facilities, and packing and loading areas.

In addition to these security assessments, your facility may be subject to a security audit by U.S. Customs. Every four years, every U.S. Importer who is a member of C-TPAT must undergo a revalidation by U.S. Customs. During the revalidation, U.S. Customs will randomly select a supplier to audit who ships to the U.S. company being revalidated. Therefore, it is necessary to periodically review your facility's security measures to ensure C-TPAT requirements are being met.

**Necessary Documents**
All processes and procedures should be documented pertaining to security and adhering to the C-TPAT requirements and as indicated in the Corporation's International Vendor Security Questionnaire. The following information (as applicable) should be made available for the C-TPAT Security Assessment. The confidentiality of all proprietary information will be respected. Any technologies and/or processes unique to the supplier’s operation will not be disclosed.

- Internal operating policies and procedures (Company Policy)
  - Specific to packing and loading
  - Access controls
  - Basic security practices
- Supplier (subcontractor) names and locations (as well as previous suppliers)
- Company licenses, required industry licenses and insurance
- Hiring policies and procedures, company handbook
- Logbooks used to sign in visitors and vehicles
- Employee files with copies of official identification documents
- Security training and education materials
- Shipping information (work orders, bill of lading, delivery slips, invoices, packing lists)
- Apparel Visa documents
- Container inspection forms and any other inspections forms, such as building and perimeter checks
- Seal purchases and tracking of seals (including confirmation that they meet ISO17712 standards)
- IT security policies and procedures
CODE OF CONDUCT

At Fruit of the Loom and our affiliated companies (the “Corporation”), we are committed to conducting business in accordance with the highest standards of business ethics and respect for human rights and the environment. We require our suppliers, licensees, distributors and other business partners to meet these high standards, and, at the most basic level, this means that all such business partners must operate in compliance with the requirements of applicable laws, regulations, and treaties. While we recognize that different cultural, legal and ethical systems exist in the countries in which merchandise may be manufactured, this Code of Conduct sets forth certain fundamental requirements that must be satisfied by all facilities that supply our products, including internal plants, contractors, licensees or other business partners (collectively referred to in this Code of Conduct as “Suppliers”).

RESPECT FOR PEOPLE

Employment Relationship: Suppliers will adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Safety and Health: Suppliers will provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of Supplier’s operations. Conditions throughout a Supplier’s facility must be safe, clean and meet or exceed requirements of all applicable laws and regulations regarding safety and health. Workers must be trained and equipped to perform their jobs safely. Worker dormitories provided by a Supplier must be clean and safe and provide adequate emergency egress, adequate heat and ventilation, reasonable personal individual space, and reasonable entry and exit privileges.

Child Labor: Suppliers will not employ individuals in violation of the local mandatory school age or under the applicable legal employment age. In no event will Suppliers employ workers under age 15, except for child actors or models that are utilized in advertising or media, and then only in compliance with applicable child labor regulations.

Forced Labor: Suppliers will not use forced labor, including, but not limited to, prison labor, indentured or slave labor, or bonded labor, and will adopt measures to ensure that facilities are not utilized in human trafficking.

Harassment or Abuse: Suppliers must treat all employees with respect and dignity. Suppliers will have procedures in place to ensure that no worker is subject to any physical, sexual, psychological or verbal abuse.

Non-Discrimination: Suppliers will not discriminate in employment including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, or ethnic origin.

Working Hours: Suppliers will not require workers to work more than the regular and overtime hours allowed by applicable law. In no event will the regular work week exceed 48 hours and workers will be allowed at least 24 consecutive hours of rest in every seven-day period. All overtime work will be consensual. Suppliers will not request overtime on a regular basis and will compensate for overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week will not exceed 60 hours.

Compensation: Every worker has a right to compensation for a regular work week that is sufficient to meet the worker’s basic needs and provide some discretionary income. Suppliers will pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers’ basic needs and provide some discretionary income, Suppliers will work with the Fair Labor Association to take appropriate actions that seek to progressively realize a level of compensation that does. Suppliers may not use deductions from wages or other monetary fines as a disciplinary practice.

Revised: December 2014
Freedom of Association and Collective Bargaining: Suppliers must recognize and respect the rights of workers to freedom of association and collective bargaining.

ENVIRONMENTAL SUSTAINABILITY

Suppliers will adopt responsible measures to mitigate the negative impact that their operations have on the environment. At a minimum, this requires that Suppliers comply with all local and applicable international laws protecting the environment, including proper storage and disposal of hazardous substances, and strive to conduct business in a manner that minimizes energy consumption and waste, optimizes the use of natural resources, and maximizes recycling.

BUSINESS ETHICS

Corruption, extortion or embezzlement by Suppliers, in any form, is strictly prohibited. This prohibition includes, but is not limited to, offering or accepting bribes in exchange for undue or improper advantage. Violations of this prohibition may result in immediate termination of the Supplier by the Corporation and subject the Supplier to legal action.

GENERAL MATTERS

Subcontractors: Suppliers will not utilize subcontractors in the manufacturing of the Corporation’s products or components without our prior written approval and only after the subcontractor has agreed to comply with this Code of Conduct.

Customs Compliance: Suppliers will comply with all applicable customs laws and establish and maintain programs to safeguard against the illegal transshipment of products.

Security: Suppliers will maintain security procedures to guard against the introduction of non-manifested cargo (e.g., drugs and other contraband) into shipments of the Corporation’s products, including, but not limited to, compliance with Customs-Trade Partnership Against Terrorism (C-TPAT) requirements for shipments to the United States.

Posting Requirements: Suppliers will post this Code of Conduct 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). Suppliers will communicate and train all workers annually concerning the elements of this Code of Conduct.

Record Keeping: Suppliers will maintain complete and accurate records with respect to each of the elements of this Code of Conduct to allow for verification of compliance.

Enforcement: The Corporation employs internal, as well as independent auditors, to conduct on-site inspections to ensure compliance with this Code of Conduct. Detailed compliance records are maintained on all facilities.

Violations: To report suspected violations of this Code of Conduct, contact the Corporation’s Human Resources department at +270 935-2588, or e-mail at code@fotlin.com. We strictly prohibit any retaliation against persons that report violations of this Code of Conduct or assist or participate in any manner in any investigation of possible violations of this Code of Conduct. Any retaliation should be reported to the Corporation as outlined above.

Rev. October 2012

See Appendix 1 for a copy of the Certification Regarding Code of Conduct and Forced Labor. Sign and return to our Social Compliance team.
NO UZBEKISTAN COTTON

During the past few years several reports, articles and most recently a list published by the United States Department of Labor have denounced the use of child and forced labor in the harvesting of cotton in Uzbekistan. Child and Forced labor practices are a critical violation of the Company's Code of Conduct and will not be tolerated under any circumstances.

As a company committed to basic human rights we require that all our business partners refrain from purchasing cotton directly from Uzbekistan or knowingly sourcing yarn or textiles from vendors that source cotton from Uzbekistan when manufacturing any of the Company's family of products. In addition, we require that all of our business partners take the necessary measures to maintain records identifying the origin of the cotton used in the manufacturing of all our products and have the records available for audit.

As one of our business partners, you must complete and sign a document certifying that you understand and enforce our policy against the use of cotton from Uzbekistan. 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 the Company.

See Appendix 2 for a copy of the Certification Against the Use of Uzbekistan Cotton. Sign and return to our Social Compliance team.
APPENDICES

(Documents to be completed and returned to the Fruit of the Loom Social Compliance team)

1) Certification Regarding Code of Conduct and Forced Labor
2) Certification Against the Use of Uzbekistan Cotton
3) The Conflict Minerals Certification
4) Safety Self-Assessment
5) Factory Safety Letter & Policy
6) Fair Labor Association (FLA) Access Letter
Certification Regarding Code of Conduct and Forced Labor

- I confirm I have received the Fruit of the Loom Code of Conduct, (rev. October 2012) in the appropriate local language and the appropriate language for migrant workers that make up more than 10% of the workforce in my facility.
- I confirm I will print the Fruit of the Loom Code of Conduct equivalent to a size of 11x17 inches or larger and post it in a conspicuous location visible and accessible to all employees and visitors of the facility. I understand that failure to post the Code of Conduct is a violation of the Fruit of the Loom policy and will be counted as a violation in a compliance assessment.
- I confirm that the Fruit of the Loom Code of Conduct will be communicated to all employees of the facility and the employees will be trained annually concerning the elements of the Code of Conduct. I agree that the factory management will maintain the training records in both the factory and employee files. This is Fruit of the Loom’s requirement and will be verified during any third party assessment.
- Forced Labor: I confirm that my company does not use forced labor, including, but not limited to, prison labor, indentured or slave labor, or bonded labor, and that I have adequate policies and measures in place to ensure that my company’s factories are not utilized in human trafficking.

By signing this certification, I agree that my company shall indemnify, defend, and hold Fruit of the Loom, Inc., and its affiliates, and their respective employees, officers, directors, and shareholders harmless from and against any actual costs or expenses incurred by any one or more of them arising directly or indirectly out of my company's failure to comply with any obligation or commitment contained in this Code of Conduct Compliance Supplier package. “Actual costs and expenses” shall mean all actual costs, obligation, expenses, damages, penalties, fines, liabilities, and costs reasonably incurred in the defense of any claim, including, without limitation, attorney’s fees, accountants’ fees, expert witness fees, court costs and other litigation expenses. I further agree on behalf of my company that this indemnification obligation shall be enforceable against my company in any court of competent jurisdiction.

I hereby certify that I have read and understand the Fruit of the Loom Code of Conduct and will adhere to all requirements stated in the Code.

Factory Name: ________________________________________________________________

Factory Representative Signature: ________________________________________________

Factory Representative Name (Print): ______________________________________________

Title: _______________________________________________________________________

Date: _______________________________________________________________________

Revised: December 2014
Certification Against the Use of Uzbekistan Cotton

___________________________ [Factory Name] hereby certifies that it has not purchased cotton directly from Uzbekistan nor knowingly used yarn or textiles produced by vendors that source cotton from Uzbekistan, for use in the fabrication of any products:

- made for Union Underwear Company, Inc. d/b/a Fruit of the Loom including, without limitation, Russell Brands, LLC and Vanity Fair Brands, LP (“Fruit of the Loom”);
- or which bear or include trademarks or logos owned by Fruit of the Loom companies, which include, but are not limited to: Fruit of the Loom®, Russell®, Russell Athletic®, Spalding®, and Vanity Fair®.

___________________________ [Factory Name] is taking the necessary measures to ensure that Fruit of the Loom’s position against the use of Uzbekistan cotton is respected.

___________________________ [Factory Name] maintains records identifying the origin and source of the cotton used in the manufacturing of all Fruit of the Loom products, and will have the records available for audit.

Factory Representative
Signature:  

________________________________________________________

Factory Representative
Name (Print):  

________________________________________________________

Title:  

________________________________________________________

Date:  

________________________________

Revised: December 2014
Conflict Minerals Certification

________________________________ [Factory Name] hereby certifies to Union Underwear Company, Inc. d/b/a Fruit of the Loom (including all subsidiary, parent and affiliate companies, “Fruit of the Loom”):

[1] that it has provided written disclosure of all Conflict Minerals (as defined below) present in, or used in the manufacturing process of, products made by it for Fruit of the Loom; and

[2] if Conflict Minerals are present in, or used in the manufacturing process of, products made by it for Fruit of the Loom, that it maintains records identifying the sourcing, character (for scrap or recycled sources), and chain of custody of such Conflict Minerals.

____________________________________ [Factory Name] hereby agrees that it will promptly provide the aforesaid records to Fruit of the Loom or its designee upon request, and shall permit Fruit of the Loom or its designee to audit or inspect its factory and/or other facilities to ensure compliance with all laws, rules and regulatory requirements related to Conflict Minerals.

“Conflict Minerals” shall have the meaning ascribed to it in Section 1502(e) of the U.S. law known as the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Act”) and shall include, without limitation, columbite-tantalite (coltan), cassiterite, gold, wolframite or their derivatives, or any other mineral or its derivatives determined by the U.S. Secretary of State to be financing conflict in the Democratic Republic of the Congo (the “DRC”) or otherwise originating from the DRC or any “Adjoining Country” (as such term is defined in the Act).

For purposes of clarification hereof, the adopting Release No. 34-67716 (the “Release”) related to the Act, states that cassiterite is the metal ore that is most commonly used to produce tin, columbite-tantalite is the metal ore from which tantalum is extracted (used in electronic components, certain tools and jet engine components), and wolframite is the metal ore that is used to produce tungsten (used for metal wires, electrodes and contacts in various applications).

Factory Representative
Signature: ________________________________________________________________

Factory Representative
Name (Print): ________________________________________________________________

Title: ________________________________________________________________

Date: ________________________________________

Revised: December 2014
## Safety Self-Assessment

(To be completed by a factory representative)

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Yes</th>
<th>No</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Are fire alarms installed throughout the facility and regularly tested and maintained?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Can fire alarms be heard throughout the facility, or where they cannot be heard are visual alarms installed?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Are hard-wired smoke detectors installed on every level of the facility and interconnected with the fire alarm system?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Is a fire sprinkler system properly installed throughout the facility and regularly maintained?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Do water hose pipes / hydrants have the same water pressure throughout the building? Are the hoses free of leaks and blockage?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Are fire extinguishers properly located by type?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Class A: Ordinary combustible materials like textile, wood, paper</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Class B: Flammable liquid, gas, or grease</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Class C: Electrical equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Are fire extinguishers properly mounted or installed throughout the facility? (top should be no higher than 5ft (1.5m) from the floor)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Is all firefighting equipment clearly marked and easily accessible?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Are all fire extinguishers inspected monthly by qualified internal staff?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Is all firefighting equipment inspected annually (or more often as legally required) by a qualified external inspector?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Are sufficient employees trained in the proper use of fire extinguishers?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Are primary aisles marked with emergency evacuation lines or arrows that lead to exit doors?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Are aisles, stairs, passageways, and exits kept clear at all times?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Are evacuation plans posted throughout the production floor, warehouse, office, and dormitory? Plan should include (1) Viewer location “You are here,” (2) Exits, (3) Evacuation route, (4) Firefighting equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Are there sufficient emergency evacuation exits within the production facility, warehouse, office, and dormitory? (at least 2 opposite exits per area)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Are all emergency evacuation exits clearly marked with illuminated signs and equipped with at least 20 minutes of battery backup power?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Question</td>
<td>Yes</td>
<td>No</td>
<td>N/A</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-----</td>
<td>----</td>
<td>-----</td>
</tr>
<tr>
<td>17</td>
<td>Are all emergency evacuation exits unlocked during operating hours?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Are stairways and emergency evacuation exits at least 3ft (91cm) wide or as wide as legally required?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Is the installation and design of all emergency evacuation doors (open outwards, open with one motion, proper width) in compliance with local law?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>Is emergency lighting provided at exits, stairwells, and throughout the facility and equipped with at least 20 minutes of battery backup power?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Does the site have an electrical system certificate from a qualified electrical engineering department or firm?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Is a safety inspection regularly conducted on machinery, electrical equipment, wires, outlets, control panels, generators, etc by a certified electrician?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Are fuses or circuit breakers the correct size for the circuit and are they tested regularly?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Are electrical control panels clearly marked and unblocked?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Are electrical cords and outlets in safe condition?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- No frayed or cracked wires</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- No extension cords used for permanent connections</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- No switches and outlets are warm to touch</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- No switches and outlets have crackling, buzzing or sizzling sound</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Plugs fit snugly into outlets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- No cords in close contact with hot surfaces</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- No damaged or untidy electrical wires</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Are Ground Fault Circuit Interrupters (GFCI’s) installed in areas within 5ft (1.5m) of a grounded water source?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Do all construction projects in the facility have the proper approvals?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Building Approval plan (current, issued by proper authority, covers all floors, consistent with current use)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Layout approved by local authority</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Fire Service Inspection Certificate or record, if required by law</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Factory License (current, issued by proper authority, consistent with current use)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Fire License (current, covers all floors)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Bangladesh only: Is the rooftop free of obstructions and in compliance with local law? Current Bangladesh law requires 25% free space towards the road</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Are the walls, pillars, beams, ceilings, and floors of the building free of any cracks, bulges, or other abnormalities?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Do all doors and windows open and close properly and allow for evacuation where required?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>Is the workplace ventilation adequate? (made up of 25–40% outside air)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Does the facility have an emergency plan with the following prevention elements:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- List of major workplace hazards</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Personnel responsible for maintenance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Housekeeping procedures (for general items and flammable or combustible waste)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Maintenance of heat producing equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Employee training and awareness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Question</td>
<td>Yes</td>
<td>No</td>
<td>N/A</td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------------------------------</td>
<td>-----</td>
<td>----</td>
<td>-----</td>
</tr>
<tr>
<td>33</td>
<td>Does the facility have an emergency plan with the following action/response elements:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Employees' roles and responsibilities (general work force, safety team, fire brigade, etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Emergency escape procedures and assignments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Procedures to count employees (at rally points)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Rescue and medical duties</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Procedures for reporting emergencies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Alarm system</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Evacuating the premises</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Employee training and awareness</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Is a qualified staff member assigned responsibility for the facility’s emergency preparedness and response program?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Does the facility conduct an emergency evacuation drill for all areas and shifts once in 6 months (or more frequently as required by law)?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>Does the facility conduct a fire safety self-assessment at least monthly (or more frequently as required by law)?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Do employees receive training during employee orientation and regularly throughout employment by qualified safety personnel on fire safety and awareness, identification of risks, and emergency response?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>Are members of the factory's fire brigade trained properly and present during all shifts?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>Has a formal Health &amp; Safety committee been established at the facility with meetings at least once per quarter?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>Is the Health &amp; Safety committee comprised of workers and management? (at least 50% workers)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>Has the Health &amp; Safety committee developed clear roles and responsibilities for accident/emergency prevention and response?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>Have warning signs been placed on all elevators / lifts indicating that they must not be used in case of fire?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>43</td>
<td>Is smoking prohibited in all working areas and “No Smoking” signs posted clearly and prominently throughout the facility?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>44</td>
<td>Are cooking facilities located in an area separate from dormitory or production?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45</td>
<td>Is a “hot work” program established at the facility? (Also applies to maintenance contractors performing work in your facility)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>46</td>
<td>Are flammable materials stored in approved cabinets and kept away from open flames, heated surfaces, sparks, unprotected wiring, and evacuation routes?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>47</td>
<td>Are MSDS available in all required languages in the chemical storage and use areas?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>48</td>
<td>Are there designated areas to store supplies and finished products to avoid obstruction of exit routes?</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>49</td>
<td>Is waste removed from the work floor daily and are there sufficient receptacles throughout the facility to avoid the accumulation of waste?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Dear Supplier Partner:

In an effort to improve facility conditions for all locations manufacturing our Company’s family of brands, Union Underwear Company, Inc. d/b/a Fruit of the Loom, including our parent company, Fruit of the Loom, Inc., and our subsidiaries, including, without limitation, Russell Brands, LLC and Vanity Fair Brands, LP, and our other affiliated companies (collectively, the “Company” or “Fruit of the Loom”) has developed the attached Factory Safety Policy (the “Policy”). Compliance with the Policy is mandatory for all the Company’s suppliers and may require separate factory safety audits in addition to our standard Code of Conduct assessments.

Given the importance of this initiative, the Company expects each partner to take immediate steps to become compliant with the standards required by the Policy. Please sign the acknowledgement below to indicate your agreement to, and acceptance of, the terms of the Policy.

We value our partnership and appreciate your commitment to ensure the Company’s family of brands is manufactured under the best possible conditions.

Sincerely,

Mercedes Lopez | Vice President Corporate Social Responsibility

I hereby certify that I have read and understand the Fruit of the Loom Factory Safety Policy and will adhere to all requirements stated in the Policy.

Factory Name: _________________________________________________________________

Factory Representative Signature: ________________________________________________

Factory Representative Name (Print): _____________________________________________

Title: ______________________________________________

Date: ____________________________________________

Revised: December 2014
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.
Dear Supplier Partner:

Fruit of the Loom participates in the Fair Labor Association (the “FLA”), an organization that combines efforts of industry, civil society, and North American colleges and universities, to improve working conditions globally. Independent external assessments of our business partners are a key component of this participation. Up to 5% of our suppliers are assessed annually.

The FLA has adopted a new Sustainable Compliance Initiative (the “SCI”) methodology for all assessments, designed to advance working conditions rather than simply identify opportunities for improvement. The SCI assessment follows a true Management Systems approach and is more substantive, consultative, and interactive than the standard social compliance audits you have experienced in the past.

Because the SCI requires planning and participation from you and your staff, you will be notified in advance of any assessment. If selected, we ask that you please cooperate fully with all requests and provide full and unrestricted access to your facility and associates. We would also like to remind you of our anti-retaliation policy stating that under no circumstances should any employee be restricted from, or punished for, speaking with assessors.

We encourage you to visit www.fairlabor.org to learn about the FLA and its mission. Information about SCI can be found at http://www.fairlabor.org/our-work/our-methodology.

Please sign below and return to your Corporate Social Responsibility representative and do not hesitate to contact us with any questions regarding this potential visit by FLA commissioned assessors.

Sincerely,

Mercedes Lopez | Vice President Corporate Social Responsibility

I hereby confirm our acceptance of a FLA assessment this year on behalf of Fruit of the Loom, if required.

Factory Name: ____________________________________________________________

Factory Representative
Signature: ________________________________________________________________

Factory Representative
Name (Print): ____________________________________________________________

Title: _________________________________________________________________

Date: ___________________________________________________________________