

# TAILORED BRANDS

## SUPPLIER CODE OF CONDUCT

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Tailored Brands supports the work of international agencies and organizations that seek to implement internationally recognized standards for labor practices. While Tailored Brands recognizes that there are different legal and cultural environments in which suppliers operate throughout the world, this Supplier Code of Conduct sets forth the compliance requirements that all suppliers must meet in order to do business with Tailored Brands. These standards must be communicated by each of our suppliers to all workers and posted prominently in the workplace in English and the native languages of all factory employees who work with our product. If Tailored Brands finds a supplier not in compliance with this Supplier Code of Conduct, it will require immediate corrective action. Tailored Brands will not partner with suppliers and factories that are unwilling or unable to work with us to achieve our compliance standards.

- **Compliance with the Law**

- Suppliers shall comply with all laws, rules, and regulations of the country where suppliers, manufacturers, factories, and mills operate.

- **Minimum Wages and Benefits**

- Suppliers shall pay workers the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher, pay workers overtime compensation in compliance with all applicable laws, and provide workers benefits that conform to the better of applicable local law or prevailing local industry standards.

- **Maximum Working Hours**

- Overtime shall be limited to a level consistent with humane and productive working conditions. Workers shall not be required, on a regularly scheduled basis, to work more than 60 hours per week (or lower if prescribed by local laws or local industry standards), and generally, workers shall be provided with at least one day off in seven.

- **No Forced Labor**

- Prison, indentured, bonded, and involuntary or slave labor or labor obtained through human trafficking shall not be used.

- **Child Labor, Young Workers, Apprentices, and Trainees**

- Facilities shall not employ individuals under the age of 15 or under the legal working age, whichever is stricter. Working conditions (including labor and health and safety practices) of employees under the age of 18 shall comply with the law and not jeopardize the health, safety, or morals of these employees. Employment of trainees, apprentices, and individuals under the age of 18 shall be conducted in compliance with the law, including medical testing, applicable documentation maintenance, such as licenses and permits, and terms of employment, such as hours and pay. Facilities shall implement a system to remediate situations where an employee is discovered to have been hired below the age of 15 or the legal minimum age, if higher.

- **Health and Safety**

- The work environment shall be safe and healthy.

- **Nondiscrimination**

- Facilities and suppliers will ensure that all terms and conditions of employment are based on an individual's ability to do the job, and not on the basis of any personal characteristics or beliefs. Facilities will ensure that any employment decision - involving hiring, firing, assigning work, paying, or promoting - is made without discriminating against the employees on the basis of race, color, national origin, age, sex, gender identity or expression, sexual orientation, religion, disability, or other similar factors (pregnancy, political opinion or affiliation, social status, etc.).

- **No Corporal Punishment**

- Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers.

- **Freedom of Association**

- The lawful exercise of workers' rights of free association shall be respected and not restricted or interfered with, and workers lawfully exercising those rights shall not be threatened or penalized.

- **Environment**

- Suppliers must comply with all applicable environmental laws and regulations.

- **Community Involvement**

- Projects undertaken in partnership with community groups, or local or international non-government organizations (NGOs), particularly those that address educational opportunities for younger people employed in production facilities, shall be encouraged and supported.

- **Access**

- For the purpose of monitoring compliance with TBI's policies, suppliers, and their subcontractors and agents, shall give Tailored Brands, its employees, and agents unrestricted access to all production facilities and dormitories and to all relevant records, whether or not notice is provided in advance.

- **Subcontracting**

- Subcontracting will only be permitted with the express written approval by Tailored Brands. All suppliers and subcontractors must fully comply with this Supplier Code of Conduct.

- **Confidentiality**

- All suppliers must maintain the confidentiality of any Tailored Brands confidential or proprietary information.

- **Intellectual Property**

- All suppliers must respect the intellectual property rights of others, including Tailored Brands. Tailored Brands' intellectual property rights include but are not limited to trademarks, copyright, trade secrets, designs, know-how, and patents. Suppliers shall use Tailored Brands' intellectual property only as authorized by Tailored Brands and only in connection with merchandise approved by and to be supplied to Tailored Brands or its designated affiliates.