



TAILORED BRANDS

SUPPLIER CODE OF CONDUCT

Tailored Brands, Inc. (“TBI”) supports the work of international agencies and organizations that seek to implement internationally recognized standards for labor practices. While TBI 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 TBI. 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 TBI finds a supplier not in compliance with this Supplier Code of Conduct, it will require immediate corrective action. TBI 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 to 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 in excess of 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

Suppliers must never tolerate the use of forced labor in their production and across the supply chain. This includes prison, indentured, bonded, and involuntary or slave labor or labor obtained through human-trafficking.

Child Labor, Young Workers, Apprentices, and Trainees

Facilities shall not employ individuals under the age of 15 or under the legal working age, whichever stricter. 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.

Working conditions (including labor and health and safety practices) of employees under the age of 18 shall be in compliance with 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.

Projects undertaken in partnership with community groups, or local or international non-government organizations (NGOs), that address educational opportunities for younger people employed in production facilities, shall be encouraged and supported, as long as done in accordance with the laws and regulations as stated in this section.

Health and Safety

Suppliers must provide a work environment that is safe and healthy, complying with local regulations and pursuing industry best practices to protect their workforce.

Nondiscrimination

Workers shall be selected only on the basis of their ability and required skills/certifications/qualifications to do the job, and not on the basis of personal characteristics or beliefs, or other subjective criteria deemed irrelevant to the performance/execution of the job requirements.

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 local environmental laws and regulations and incorporate responsible business practices to mitigate environmental impacts of their operations.

Access

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

Subcontracting

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

Confidentiality and Intellectual Property

All suppliers must maintain the confidentiality of any TBI confidential or proprietary information.

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

TAILORED BRANDS SUPPLIER CODE OF CONDUCT ADDENDUM

(US & Canada Compliance – Effective April 1, 2026)

This Addendum supplements and forms part of the Tailored Brands Supplier Code of Conduct and is subject to applicable agreements, including any Supplier Compliance Addendum (collectively, the “Agreement”).

1. Purpose and scope

This Addendum establishes mandatory requirements to ensure compliance with:

- U.S. Tariff Act (19 U.S.C. §1307)
- Uyghur Forced Labor Prevention Act (UFLPA)
- U.S. anti-trafficking laws
- Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act
- Applicable product safety, labeling, and consumer protection laws in the U.S. and Canada

These requirements apply to Supplier and all subcontractors, sub-suppliers, agents, and recruitment intermediaries (“Supply Chain”).

2. Zero tolerance for Forced Labor

Supplier shall not use or benefit from any form of forced labor, including prison labor, indentured labor, bonded labor, or human trafficking. Supplier must:

- Prohibit worker-paid recruitment fees of any kind
- Ensure workers retain control of identity documents
- Provide written employment terms in a language understood by workers
- Ensure freedom of movement and voluntary employment

Any violation constitutes a material breach.

3. Supply chain transparency and traceability

Suppliers shall implement and maintain a documented traceability system.

3.1 Facility Disclosure

Supplier must disclose:

- All manufacturing sites (Tier 1 and Tier 2 minimum)
- All processing facilities involved in production
- All subcontractors prior to use

3.2 Material Traceability

For designated high-risk products or regions, Supplier shall:

- Trace raw materials to origin (e.g., fiber level)
- Maintain chain-of-custody documentation
- Provide transaction records linking each production stage

3.3 Documentation Requirements

Suppliers must maintain and be able to produce within 72 hours upon request:

- Purchase orders and invoices
- Bills of lading and shipping records

- Production records and worker time/payroll records
- Recruitment and employment documentation

Failure to provide documentation may result in shipment detention, rejection, or termination.

4. U.S. Import Compliance (UFLPA & Forced Labor Enforcement)

Supplier acknowledges that goods may be detained or excluded by U.S. Customs authorities.

Supplier shall:

- Cooperate fully with any government inquiry
- Provide evidence necessary to rebut forced labor presumptions
- Immediately notify Tailored Brands of any risk involving prohibited regions or entities

Supplier bears all costs associated with detained, seized, or rejected goods.

5. Canada Supply Chains Act Compliance

Suppliers shall support Tailored Brands' annual reporting obligations by providing accurate and timely information regarding:

- Policies and due diligence processes
- Identified risks of forced or child labor
- Remediation actions taken
- Training programs
- Effectiveness of controls

Suppliers shall maintain records sufficient to substantiate such disclosures.

6. Recruitment and Migrant Worker Protections

Supplier shall:

- Use only licensed and ethical recruitment agencies
- Ensure no worker pays recruitment or placement fees
- Reimburse any such fees if discovered
- Provide equal treatment for migrant workers
- Prohibit contract substitution

7. Worker Grievance Mechanisms

Suppliers shall establish effective grievance mechanisms that are:

- Anonymous and confidential
- Accessible in relevant languages
- Available to all workers, including contract and migrant workers

Supplier must:

- Prohibit retaliation
- Investigate complaints promptly
- Document and remediate findings

8. Wages and Working Conditions

Suppliers shall comply with all applicable wage laws and shall:

- Ensure wages meet or exceed legal minimums
- Provide legally required benefits
- Maintain accurate payroll records

Suppliers are expected to progress toward payment of living wages where feasible.

9. Health, Safety, and Housing

Suppliers shall provide a safe and healthy workplace, including:

- Fire safety and emergency preparedness
- Safe machinery and equipment
- If provided, clean and safe worker housing

10. Environmental and Chemical Compliance

Supplier shall:

- Comply with all environmental laws
- Implement chemical management systems
- Adhere to Buyer's restricted substances requirements
- Maintain records of chemical use and disposal

11. Product Safety and Labeling

Supplier shall ensure all goods comply with applicable U.S. and Canadian laws.

Where applicable, Supplier must:

- Ensure the accuracy of product composition data, country of origin, and labeling
- Maintain test reports and certificates of conformity
- Retain records supporting compliance

12. Audits and Verification

Tailored Brands or its representatives may conduct announced or unannounced audits.

Supplier shall:

- Provide full access to facilities and records
- Allow confidential worker interviews
- Not falsify records or coach workers

13. Subcontracting Controls

Suppliers shall not subcontract production without prior written approval. Approved subcontractors must comply fully with this Addendum.

14. Remediation and Enforcement

Supplier shall:

- Implement corrective action plans
- Remediate violations promptly

Certain violations are not subject to remediation and may result in immediate termination.

Tailored Brands may:

- Suspend or terminate orders
- Require reimbursement of costs
- Terminate the relationship for material breaches

Supplier shall maintain insurance as required under the applicable Tailored Brands agreements, and such insurance may be relied upon by Tailored Brands in connection with costs arising from Supplier non-compliance.

15. Certification

Supplier certifies ongoing compliance with this Addendum and agrees to provide periodic written certifications upon request.

16. Governing principle

Supplier acknowledges that compliance requires demonstrable evidence, not representations alone. Failure to meet these requirements may result in immediate commercial and legal consequences.

[End of Addendum]