

SUPPLIER CODE OF CONDUCT

Standard Textile is committed to ethical business practices in all of our activities. This Supplier Code of Conduct sets forth our expectations for Standard Textile manufacturing facilities and for suppliers of products and materials to all Standard Textile group companies. All Standard Textile suppliers must comply with this Code of Conduct and must post the Code in all facilities in the language used by employees.

- **Compliance with Laws**: Suppliers must comply with all applicable local and national laws.
- **Child Labor**: Suppliers shall not employ individuals under the age of 16 or below the local mandatory school age or minimum work age, whichever is greater.
- **Forced Labor**: Suppliers shall not use prison or forced labor.
- **Health and Safety**: Suppliers shall provide workplaces (and living conditions if applicable) that are safe and healthy and designed to prevent accidents and illnesses.
- **Compensation and Benefits**: Suppliers must pay their employees at least the minimum wages and benefits required by local law, including overtime wages if applicable.
- **Work Hours**: The hours worked by employees on a daily and weekly basis shall not exceed local legal requirements. Suppliers shall provide at least one day off in every seven-day period.
- **Treatment of Employees**: Suppliers shall not engage in harassment, abuse or physical punishment.
- **Freedom of Association and Collective Bargaining**: Suppliers shall recognize the rights of employees to organize into unions and engage in collective bargaining. Suppliers shall not discriminate against or punish workers who exercise these rights.
- **Discrimination**: Hiring, compensation, promotion and termination decisions shall be based on ability and not on belief or any other personal characteristic.
- **Environment**: Suppliers will comply with all applicable environmental requirements, including the proper disposal of waste. Suppliers shall strive for the efficient use of natural resources.
- **Security**: Suppliers will maintain security procedures to prevent the introduction of illegal materials into shipments, such as drugs, explosives, or other hazardous materials.
- **Customs Compliance**: Supplier will comply with applicable Customs requirements, including prohibitions against illegal transshipment of products.
- **Subcontractors**: Suppliers are expected to hold their vendors and subcontractors to the standards set forth in this Code of Conduct.

I certify that our factory is, and will continue to be, in compliance with the requirements of the Standard Textile Supplier Code of Conduct.

Company Name: _____

Received By: _____

Name (Printed): _____

Name (Printed): _____

Signature and Date: _____

Signature and Date: _____

Title: _____

Title: _____