



Confidential Information

Suppliers will safeguard Hanesbrands' confidential information by keeping it secure, limiting access to those who have a need to know in order to do their job, and avoiding discussion of confidential information in public areas, for example on planes, in elevators and on mobile phones.

Confidential information includes facts, data and knowledge that are not generally disclosed and provide Hanesbrands a competitive advantage, such as trade secrets, sales and profit figures, new product or marketing plans, research and development ideas or information, manufacturing processes, personnel information, and information about potential acquisitions, divestitures and investments. The obligation to preserve Hanesbrands' confidential information is ongoing, even after the business relationship ends.

Hanesbrands will respect and safeguard the confidential information of our suppliers.

Fair Competition and Antitrust

Hanesbrands believes in free and open competition, and fully complies with antitrust laws in the United States, competition laws of the European Union, and similar laws in the many other countries where Hanesbrands conducts business.

Suppliers will comply with all applicable laws and regulations regarding fair competition and antitrust.

Accuracy of Business Records

Suppliers will record and report information accurately and honestly.

Suppliers will not hide, fail to record, or make false entries. All financial books, records and accounts must accurately reflect transactions, payments and events, and conform both to generally accepted accounting principles and good internal controls. Similarly, all operational records must be accurate, filed in a timely fashion and conform to Hanesbrands' operating requirements.

Other Legal Requirements

Suppliers will comply with all applicable laws and regulations. In these Standards, "applicable laws and regulations" include local and national codes, rules and regulations as well as applicable treaties.

Communication

Suppliers will take appropriate steps to ensure that these Standards are communicated to their employees and their own supply chain. Suppliers will train their employees regularly to ensure that all employees understand and are familiar with these Standards. Suppliers will use their best efforts to ensure their own suppliers adhere to these Standards as well.

Monitoring and Compliance

Suppliers will notify Hanesbrands immediately if they become aware of any non-compliance of their company or of any of their suppliers with these Standards, and suppliers will take immediate actions that are necessary to remedy any non-compliance. Suppliers understand that Hanesbrands engages in various monitoring activities to confirm compliance with these Standards, including but not limited to conducting its own or independent third-party site inspections and audits of suppliers.

Our Expectation

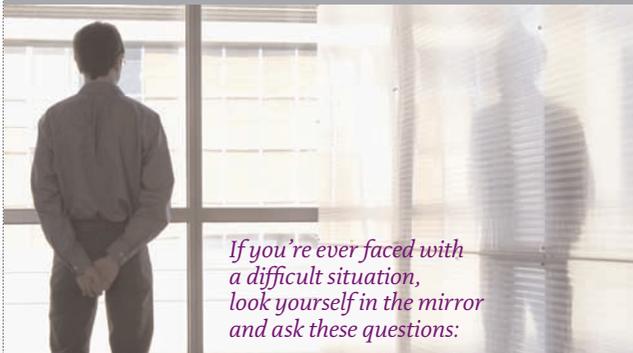
For all suppliers to Hanesbrands is simple: live up to these Standards and do the right thing. Hanesbrands employees around the world use the Mirror Test as their fundamental guide. We encourage suppliers to use our Mirror Test as well.

Failure to observe and abide by these *Global Standards for Suppliers* may result in Hanesbrands ceasing to do business with such supplier. As evidence of their concurrence, suppliers will enter into a written commitment to comply with these Standards and sign the attached Acknowledgement Card.

Questions or Concerns

Hanesbrands strongly encourages any supplier who feels pressured to violate the law or Hanesbrands' *Global Standards for Suppliers* by a Hanesbrands employee or another supplier to contact Hanesbrands' Business Practices Office immediately. Call the Hanesbrands Resource line at +1-888-303-7522 or e-mail Business.Practices@hanesbrands.com.

The Mirror Test



If you're ever faced with a difficult situation, look yourself in the mirror and ask these questions:

Is it Legal?

If it's not legal, don't do it.

What will others Think?

If you were explaining your actions to others? To HBI?

Is it Right?

How does your conscience feel? What would a trusted friend say?

Do the Right Thing!

In Summary, we expect all suppliers to:

1. Comply with the law.
2. Do the right thing.
3. Communicate concerns about inappropriate business practices promptly to us.

Living up to these responsibilities will help create continued success for Hanesbrands and our valued business partners.

GLOBAL DÉONTOLOGIE

GLOBALE POUR LES

FOURNISSEURS サプラ

STANDARDS イヤー向け

グローバルスタンダード

NORMAS GLOBALES PARA

FOR PROVEEDORES

《全球供应商标准》

PADRÕES GLOBAIS PARA

SUPPLIERS FORNECEDORES

Hanesbrands Inc. believes in doing business with those suppliers, manufacturers, contractors, joint venture partners, agents, distributors, and consultants (referred to in these guidelines as “suppliers”) who embrace and demonstrate high standards of ethical business behavior.

The following *Global Standards for Suppliers* have been established to define Hanesbrands’ minimum requirements of its suppliers.

Product Quality and Safety

Hanesbrands has a fundamental responsibility to ensure that consumers can trust the safety and quality of our products.

Suppliers will provide services and/or products that meet or exceed all government and all agreed upon quality and safety standards. Any threats to product safety must be immediately reported to Hanesbrands management.

Employment Practices

Hanesbrands Inc. has a strong commitment to treating employees fairly, and with dignity and respect. We believe in doing business with suppliers who share this commitment, and we require suppliers to comply with applicable employment laws and to support fundamental human rights for all people.

Child labor – Suppliers will not employ individuals in violation of the local mandatory school age, or under the legal employment age in each country where they operate. Moreover, in no case will suppliers employ non-family workers under age 15, except for child actors and models employed in advertising or media who are protected by applicable child labor requirements.

Compensation – Suppliers will, at a minimum, comply with applicable wage and hour laws and regulations, including those relating to minimum wages.

Discrimination – Suppliers will not discriminate based on personal characteristics or beliefs. Hanesbrands will favor those suppliers who provide equal opportunity to all.

Forced labor – Suppliers will not use forced or involuntary labor whether bonded, prison or indentured, including debt servitude.

Freedom of association and collective bargaining – Suppliers will respect the right of employees to exercise their lawful right of free association. Similarly, suppliers will recognize the lawful rights of their employees to choose or not choose collective bargaining representation.

Safety and health – Suppliers will operate a safe and healthy work environment for their employees. Where applicable, this also applies to housing and eating facilities.

Workplace harassment or abuse – Suppliers will not subject employees to physical, verbal, sexual, or psychological harassment, nor use corporal or physical punishment to discipline employees.

Working hours – Suppliers will comply with all applicable laws and regulations regarding working hours.

Environment

Hanesbrands believes in doing business with suppliers who share the company’s commitment to protecting the quality of the environment around the world through sound environmental management.

Suppliers will comply with all applicable environmental laws and regulations, and will promptly develop and implement plans or programs to correct any non-compliant practices.

Hanesbrands will favor suppliers who seek to reduce waste and minimize the environmental impact of their operations.

Conflicts of Interest

Hanesbrands expects business decisions to be made in the best interest of the company. Any situation that creates or appears to create a conflict between personal interests and the interests of Hanesbrands must be avoided.

A conflict of interest may arise when doing business with an organization that employs or is partially or fully owned by a Hanesbrands employee or an employee’s family members or close personal friends.

Suppliers must disclose actual or potential conflicts of interest to Hanesbrands management.

Anti-corruption

Hanesbrands strictly abides by all local laws and applicable U.S. laws, including the Foreign Corrupt Practices Act, and requires suppliers to act in a similar manner.

Suppliers will not pay bribes or engage in corrupt practices in order to advance Hanesbrands’ business interests. This includes, directly or indirectly, offering, promising to pay or authorizing the payment of money or anything of value to local government officials, political parties or candidates for political office for the purpose of influencing the acts or decisions of local officials.

Gifts, Favors and Entertainment

Gifts, favors and entertainment are not needed in order to conduct business with Hanesbrands, and may lead or appear to lead to a conflict of interest. Suppliers should be aware of and respect these guidelines.

In many industries and countries, gifts and entertainment are used to strengthen business relationships. Throughout the world, one principle is common and clear: No gift, favor or entertainment should be provided or accepted if it will obligate or appear to obligate the recipient.

Gifts or entertainment may be provided if they are reasonable complements to business relationships, or of modest value, and, in any event, not against the law or the policies of Hanesbrands. The following situations are always inappropriate and are expressly prohibited:

- Hanesbrands employees requesting or soliciting personal gifts, favors, entertainment, or services.
- Hanesbrands employees exploiting their position to solicit vendors, including financial institutions, to provide individual preferential treatment in pricing, terms or loans.
- Bribes or kickbacks.
- Cash or cash equivalents.
- Lavish or excessive gifts and entertainment.
- Entertainment at clubs or organizations that discriminate on the basis of race, color, gender, national origin, religion, or sexual orientation.

Entertainment that places the Hanesbrands employee or the business associate at a risk of physical harm is not permitted.

Acknowledgement Card:

Please detach this card and mail to _____
or fax back to _____
Thank You.

On behalf of _____ (name of company), I hereby acknowledge receipt of Hanesbrands’ Global Standards for Suppliers, and certify that our company is, and will continue to be, in compliance with the provisions of the Global Standards for Suppliers.

Authorized signature _____ Title _____ Date _____ Telephone Number _____
Print name _____ Address _____