

# Hanesbrands Inc.

## Global Human Rights Policy

Respect for human rights is fundamental to who we are at HanesBrands. We are committed to ensuring that all people are treated with dignity and respect, and we are committed to providing certain fundamental rights at work so that all those working for us have the opportunity to fully achieve their human potential.

In developing our Human Rights Policy, HanesBrands was informed by the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

Our Global Human Rights Policy applies to all of our employees and owned operations, as well as to our third-party suppliers and their employees. For a more detailed explanation of the expectations we have of our owned and supplier facilities, please see our Global Standards for Suppliers which can be found at [www.hanesforgood.com](http://www.hanesforgood.com).

### **Respect for Human Rights**

HanesBrands respects human rights, and we are committed to identifying, preventing, and remediating adverse human rights impacts that result from or are caused by our business activities.

### **Community and Stakeholder Engagement**

HanesBrands is committed to and engages with stakeholders to ensure that we are listening to, learning from and taking into account their views on human rights issues. We are especially committed to engaging in appropriate dialogue with stakeholders on our own human rights program.

### **Valuing Diversity**

One of HanesBrands' greatest assets is the ethnic, cultural, and social diversity of its employees. We are committed to maintaining a work environment in which all employees feel valued, respected and supported to perform to their full potential. HanesBrands has a longstanding commitment to equal employment opportunity for all employees and applicants. Our policy is to prohibit any discrimination based on race, color, religion, gender (including gender identity or expression), national origin, age, disability, sexual orientation, veteran status, marital status, economic status, political opinion or any other factor protected by law. Harassment based on these factors, including sexual harassment, is not tolerated. Employees and applicants are treated solely on the basis of their job-related qualifications, ability, performance and legitimate business needs. HanesBrands' commitment is to treat everyone fairly and to maintain a work environment free of bias and retaliation, regardless of whether the work environment is a professional office, a production facility, or a work-related activity taking place outside the usual workplace. We expect the same commitment from our suppliers.

## **Freedom of Association and Collective Bargaining**

HanesBrands respects the rights of our employees, and those of our suppliers, to join, form (or not join or form) a labor union. We protect the free exercise of those rights without fear of reprisal of any kind. Where employees are represented by a union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining collectively in good faith with them.

## **Safe and Healthy Workplace**

HanesBrands is committed to providing a safe and healthy workplace and complying with applicable safety and health laws, regulations and our own internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks, and we do not tolerate violence in the workplace. We continually engage with our employees and our suppliers on ways to improve health and safety in our respective workplaces. We value the importance of the prompt identification and remediation of health and safety issues.

## **Forced Labor and Human Trafficking**

The Company prohibits the use of all forms of forced or compulsory labor, including prison labor, indentured labor, bonded labor, slave labor and any form of human trafficking.

## **Child Labor**

Neither HanesBrands, nor its suppliers, will employ individuals in violation of the local mandatory school age or who have not reached legal employment age in the respective countries where we operate. Moreover, in no case will HanesBrands or its suppliers employ workers under the age of 15, except for child actors and models employed in advertising or media who are protected by applicable child labor requirements.

## **Guidance and Reporting Opportunities**

HanesBrands seeks to create workplaces in which open and honest communication among all employees is valued and respected. We are committed to following all applicable labor and employment laws where we operate.

If anyone believes that a conflict arises between the language of this policy and the laws, customs or practices of the place where they work, if they have questions about this policy, or would like to report a potential violation of this policy, they are encouraged and expected to raise those questions and concerns confidentially or otherwise to local management, human resources, the law department, a Code of Conduct Officer or through the toll-free Resource Line in their country. They may also report a concern to [www.hbiresourceline.com](http://www.hbiresourceline.com). No reprisal or retaliatory action will be taken against anyone or tolerated for raising such concerns. We are committed to investigating, addressing and responding to any such issues raised and to taking appropriate corrective action in response to any violation of this policy.

In addition, we do not tolerate any threats, intimidation, or legal attacks against human rights defenders, and we expect the same of our suppliers. We have not and will not impede state-based judicial or non-judicial actions in favor of persons making allegations of adverse human rights actions and have not and will not require anyone to waive legal rights as a condition of participating in our grievance process.

For Individuals in the European Union: Please note that Resource Line phone or web services only allow the reporting of financial, accounting and auditing matters. Should anyone wish to report issues under this Human Rights Policy, such reports should be made directly to local management, human resources, the law department or a Code of Conduct Officer.