

Hanes Companies, Inc.

Efforts to Eradicate Human Trafficking and Slavery

Human trafficking and slavery are crimes under state, federal and international law, but unfortunately still exist in many countries. Businesses inadvertently facilitate these crimes through the purchase of products that have been tainted in the supply chain. Below is a summary of our efforts to eradicate human trafficking and slavery from our supply chain.

- We evaluate and address the risks of human trafficking and slavery by conducting due diligence through our sourcing evaluation process, which includes supplier verification that human trafficking and slavery is not part of the supplier's chain. This process is not conducted by a third party.
- From time to time, we conduct on-site audits of selected suppliers to evaluate compliance with our standards and policies, including our policy on human trafficking and slavery. This verification process is typically conducted by our internal personnel and is not unannounced.
- Our standard Purchasing Order Terms and Conditions (a) require our direct suppliers to certify that their products comply with the laws regarding human trafficking and slavery, and (b) include procedures for suppliers failing to meet our standards.
- Our Business Policies Manual includes accountability standards for our employees regarding human trafficking and slavery.
- Our Legal Department distributes training materials on human trafficking and slavery to our employees who have direct responsibility for supply chain management.