

CODE OF CONDUCT

PREAMBLE

Cutter & Buck is a Participating member of the Fair Labor Association (FLA). We believe in business solutions that are sustainable from a social and environmental perspective. Our corporate values are based on worker rights, safe and healthy working conditions and fair and equitable treatment.

The FLA Workplace Code of Conduct applies to every aspect of our business and we expect suppliers to share and uphold similar values. When differences or conflicts in standards arise, companies shall apply whichever requirements are more stringent.

FLA runs a monitoring scheme to ensure compliance with the Workplace Code. Suppliers can be subject to announced and unannounced audits as part of the verification process. Respect the integrity of our compliance auditors and those acting on our behalf, so that they may perform the assigned assessment.

When Code standards are not met Cutter & Buck expects suppliers to make improvements and to develop sustainable mechanisms to ensure ongoing compliance with the Workplace Code.

FLA WORKPLACE CODE OF CONDUCT

EMPLOYMENT RELATIONSHIP

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

NON-DISCRIMINATION

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

HARASSMENT OR ABUSE

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

FORCED LABOR

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

CHILD LABOR

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

HEALTH, SAFETY, AND ENVIRONMENT

Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

HOURS OF WORK

Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

COMPENSATION

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

RESPONSIBLE SOURCING

We commie to work with our global supply chain partners to create conditions so that: no workers are forced to pay for their job; workers retain control of their travel documents and have full freedom of movement; and all workers are informed of the basic terms of their employment before leaving home.

FACTORY NAME	Tier	Address Line 1	Address Line 2	Address Line 3	City	Postal code/Province	Country
Alema Textiles Ltd.	1	Vogra Bashansarak,			Gazipur		Bangladesh
Denim Processing Plant Limited	1		Belashahor, Chandian	Cumilla	Dhaka		Bangladesh
Lithee Apparels Ltd (Apparel 21 Ltd)	1	A.H. Tower, House #56 (12th & 13th Floor)	Road #2, Sector #3, Uttara Commercial Area		Dhaka		Bangladesh
Nagara Textiles Ltd	1	Chandra Circle,	Kaliakair , Gazipur.		Gazipur		Bangladesh
Saturn Textiles Ltd.	1	13/1 Abdu Sattar Master Road	Tongi		Gazipur		Bangladesh
Siji Garment Company Limited	1	Plot#14, Gausul Azam Avenue	Secor-13, Uttara,		Dhaka		Bangladesh
UHM Ltd	1	Plot # 240-243 & 255, Adamjee Export Processing Zone (AEPZ).	Siddirganj, Narayanganj,		Narayanganj	1431	Bangladesh
Changshu Runfa Garment Decoration	1	Miaoquan Town			Changshu	215515	China
Changshu Xinzhonghua Fashion Co. Lt	1	No. 7 West Street			Changshu	215552	China
Huizhou Nanxuan Knitting Factory Ltd.	1	Nanxuan Industrial Centre, Shuikou	Huicheng District		Huizhou City		Guandong
Jianxi Zhaocheng Industrial Co. Ltd.	1	No. 17, Fengxi Village, Loujia Town	Qingshanhu District		Nanchang		Jiangxi Province
Nanchang Pengkun Garment Making Co. LTD	1	4 th floor, Factory Building 2 NO.168 Baofu Road, No.8-07	Changnan Industrial Park		Nanchang	0	China
Qingdao Huanqiu Garment Co., Ltd.	1	West Side, Middle Section of Haier Road	Jiaozhou City		Qingdao		Shandong
Shaanxi Xinhai Juchang Garment Co., Ltd.	1	Electronic Foreign Trade Industrial Park	Fufeng County		Baoji City		Shaanxi
Sumei Yangzhou Changjiang Garment	1	#8 Hehua Road Shatou Town Hanjiang Borough			Yangzhou	225000	China
Taian Xinyi Garment Co., Ltd	1	East Area of High-Tech Development Zone			Taian		China
Weihai Textile Group Import and Export Co., Ltd	1	No. 186 West of Wenhua Road			Weihai		Shandong
Xiamen Yuqian Clothing Co.,LTD/Xiamen	1	No. 5 Honghe Road, Hongwenshi	Village, Siming District		Xiamen		China
Zhejiang Xinxing Knitting Dress Co Ltd	1	Sunchen Chengguan Zhuj			Zhejiang	0	China
EMC Elite Merchandising Corp	1	Alexandria Public Free Zone, St #8			Alexandria		Egypt
Handa Egypt Textile Sae Company	1	Air Force College Road			El Sharkya	21641	Egypt
Antex Textile PLC./Adama City, Oromia	1	Adama Industrial Park Shed No.9			Adama City		Oromia
Matrix Clothing	1	Village Mohammadpur, Khandas Road, Unit 2			Gurgaon, Haryana	122001	India
Prachi Exports	1	No. 1, AK Nagar	Karumaram Palayam	Mannarai PO	Tirupur	641607	India
Top New Knitwear Manufacturing EPZ Kenya, Ltd.	1	PO Box 292-00204 Athi-River			Mombasa		Kenya
HUAFU (Myanmar)	1	No. 1 Mya Wati Min Gyi Road	Kayansittar Yeik mon Industrial Zone	South Dagon Township	Yangon		Myanmar
Thanulux Public Company Ltd (TNL)	1	129/1 Chongnonthri Road			Bangkok	10120	Thailand
Cutter & Buck Distribution Center	1	4001 Oakesdale Ave. SW			Renton	98057	USA
First Team (Vietnam) Garment Limited	1	Lot A1, Road 787, Thanh Thanh Cong Ind. Park			An Hoa Ward		Trang Bang Town
Good Time (Vietnam) Enterprise Co. Ltd.	1	No 28 Thong Nhat Avenue, Song Than II Industrial Park, Dian, Binh Duong Province, Vietnam			Binh Duong	8	Vietnam
King Hamm/King Hung Garments Industrial Co	1	Lot 61, Road B	Linh Trung Export Processing Zone 2		Ho Chi Minh City	0	Vietnam
Phuong Dong Garments Joint stock company	1	934 Quang Trung, Ward 8	Go Vap District		Ho Chi Minh City	84	Vietnam
TAV Limited	1	Nguyen Duc Canh Industrial Zone, Thai Binh City, Thai Binh Province			Thai Binh City	33000	Vietnam
Van Ha Mass- Hitek Garment Ltd.	1	Hwy 45, Area 2, Thieu Hoa Town	Thieu Hoa District				Thanh Hoa Prov.