



CODE OF CONDUCT FOR CUTTER & BUCK SUPPLIERS

Our Code of Conduct is designed in alignment with the AMFORI BSCI Code of Conduct. At Cutter & Buck, all Suppliers must agree to our Code of Conduct before being authorized to manufacture our products.

Code Observance

Obeying domestic laws is the first obligation of our suppliers. In countries where domestic laws and regulations are in conflict with, or set a different standard of protection than, the amfori BSCI Code of Conduct, business enterprises should seek ways to abide by the principles that provide the highest protection to the workers and environment.

Cutter & Buck Code of Conduct for Supplier Workplace:

1. The rights of Freedom of Association and Collective Bargaining

Suppliers shall: (a) respect the right of workers to form unions in a free and democratic way; (b) not discriminate against workers because of trade union membership and (c) respect workers' right to bargain collectively.

Suppliers shall not prevent workers' representatives from having access to workers in the workplace or from interacting with them.

When operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, Suppliers shall respect this principle by allowing workers to freely elect their own representatives with whom the company can enter into dialogue about workplace issues.

2. No Discrimination

Suppliers shall not discriminate, exclude or have a certain preference for persons on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organizations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination. In particular, workers shall not be harassed or disciplined on any of the grounds listed above.

3. Fair Remuneration

Suppliers observe this principle when they respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder.

Suppliers shall comply, as a minimum, with wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher. Wages are to be paid in a timely manner, regularly, and fully in legal tender. Partial payment in the form of allowance "in kind" is accepted in line with ILO specifications. The level of wages is to reflect the skills and education of workers and shall refer to regular working hours. Deductions will be permitted only under the conditions and to the extent prescribed by law or fixed by collective agreement.

4. Decent Working Hours

Suppliers observe this principle when they ensure that workers are not required to work more than 48 regular hours per week, without prejudice to the specific expectations set out hereunder. However, the amfori BSCI recognizes the exceptions specified by the ILO.

Applicable national laws, industry benchmark standards or collective agreements are to be interpreted within the international framework set out by the ILO. In exceptional cases defined by the ILO, the limit of hours of work prescribed above may be exceeded, in which case overtime is permitted. The use of overtime is meant to be exceptional, voluntary, paid at a premium rate of not less than one and one-quarter times the regular rate and shall not represent a significantly higher likelihood of occupational hazards.

Furthermore, Suppliers shall grant their workers with the right to resting breaks in every working day and the right to at least one day off, 24 consecutive hours of rest, in every seven days, unless exceptions defined by collective agreements apply.

5. Occupational Health and Safety

Suppliers observe this principle when they respect the right to healthy working and living conditions of workers and local communities, without prejudice to the specific expectations set out hereunder. Vulnerable individuals such as - but not limited to - young workers, new and expecting mothers and persons with disabilities, shall receive special protection.

Suppliers shall comply with occupational health and safety regulations, or with international standards where domestic legislation is weak or poorly enforced. The active co-operation between management and workers, and/or their representatives, is essential in order to develop and implement systems towards ensuring a safe and healthy work environment. This may be achieved through the establishment of Occupational Health and Safety Committees.

Suppliers shall ensure that there are systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. They shall take effective measures to prevent workers from having accidents, injuries or illnesses, arising from, associated with, or occurring during work. These measures should aim at minimizing, so far as is reasonable, the causes of hazards inherent within the workplace.

Suppliers will seek to improve workers' protection in case of accident including through compulsory insurance schemes. Suppliers shall take all appropriate measures within their sphere of influence, to see to the stability and safety of the equipment and buildings they use, including residential facilities to workers when these are provided by the employer as well as to protect against any foreseeable emergency.

Suppliers shall respect the workers' right to exit the premises from imminent danger without seeking permission.

Suppliers shall ensure adequate occupational medical assistance and related facilities.

Suppliers shall ensure access to drinking water, safe and clean eating and resting areas as well as clean and safe cooking and food storage areas.

Furthermore, Suppliers shall always provide effective Personal Protective Equipment (PPE) to all workers free of charge.

6. No Child Labor

Suppliers observe this principle when they do not employ directly or indirectly, children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognized by the ILO apply.

Suppliers must establish robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker. This principle aims to protect children from any form of exploitation. Special care is to be taken on the occasion of the dismissal of children, as they can move into more hazardous employment, such as prostitution or drug trafficking. In removing children from the workplace, Suppliers should identify in a proactive manner, measures to ensure the protection of affected children. When appropriate, they shall pursue the possibility to provide decent work for adult household members of the affected children's family.

7. Special Protection for Young Workers

Suppliers observe this principle when they ensure that young persons do not work at night and that they are protected against conditions of work which are prejudicial to their health, safety, morals and development, without prejudice to the specific expectations set out in this principle. Where young workers are employed, Suppliers should ensure that (a) the kind of work is not likely to be harmful to their health or development; (b) their working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programs.

Suppliers shall set the necessary mechanisms to prevent, identify and mitigate harm to young workers; with special attention to the access young workers shall have to effective grievance mechanisms and to Occupational Health and Safety trainings schemes and programs.

8. No Precarious Employment

Suppliers observe this principle when, without prejudice to the specific expectations set out in this chapter, (a) they ensure that their employment relationships do not cause insecurity and social or economic vulnerability for their workers; (b) work is performed on the basis of a recognized and documented employment relationship, established in compliance with national legislation, custom or practice and international labor standards, whichever provides greater protection. Before entering into employment, Suppliers are to provide workers with understandable information about their rights, responsibilities and employment conditions, including working hours, remuneration and terms of payment.

Suppliers should aim at providing decent working conditions that also support workers, both women and men, in their roles as parents or caregivers, especially with regard to migrant and seasonal workers whose children may be left in the migrants' home towns.

Suppliers shall not use employment arrangements in a way that deliberately does not correspond to the genuine purpose of the law. This includes - but is not limited to - (a) apprenticeship schemes where there is no intent to impart skills or provide regular employment, (b) seasonality or contingency work

when used to undermine workers' protection, and (c) labor-only contracting. Furthermore, the use of sub-contracting may not serve to undermine the rights of workers

9. No Bonded Labor

Suppliers shall not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labor. Suppliers will risk allegations of complicity if they benefit from the use of such forms of labor by their Suppliers.

Suppliers shall act with special diligence when engaging and recruiting migrant workers both directly and indirectly. *Suppliers shall ensure 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.*

Suppliers shall allow their workers the right to leave work and freely terminate their employment provided that workers give reasonable notice to the employer.

Suppliers shall ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse. All disciplinary procedures must be established in writing and are to be explained verbally to workers in clear and understandable terms.

10. Protection of the Environment

Suppliers observe this principle when they take the necessary measures to avoid environmental degradation, without prejudice to the specific expectations set out in this chapter.

Suppliers should assess significant environmental impact of operations and establish effective policies and procedures that reflect their environmental responsibility. They will see to implement adequate measures to prevent or minimize adverse effects on the community, natural resources and the overall environment.

11. Ethical Business Behavior

Suppliers observe this principle when, and without prejudice to the goals and expectations set out in this chapter, they are not involved in any act of corruption, extortion or embezzlement, nor in any form of bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive.

Suppliers are expected to keep accurate information regarding their activities, structure and performance, and should disclose these in accordance with applicable regulations and industry benchmark practices.

Suppliers should neither participate in falsifying such information, nor in any act of misrepresentation in the supply chain. Furthermore, they should collect, use and otherwise process personal information (including that from workers, Suppliers, customers and consumers in their sphere of influence) with reasonable care. The collection, use and other processing of personal information is to comply with privacy and information security laws and regulatory requirements.

FACTORY NAME	Tier	Address Line 1	Address Line 2	Address Line 3	City	Postal code/Province	Country
Afriwear Uniforms EPZ, Ltd.	1	Kikambala Kobo Building	2443 Kilifi South Mtwapa		Mombasa		Kenya
Akruthi Apparel	1	2/140 Koil St., SR Nagar N., Mangalam Rd	Andipalayam		Tirupur		India
Anyang Dishang Huaying Garment Co., Ltd	1	West side of the North section ofZhonghua Rd	Beiguan District		Anyang	Henan	China
Bago Young Clothing Limited	1	Yeni Town, Yaedashae Township	Taungngu District		Bago	Bago	Myanmar
C&H Garment Senegal, S.A.	1	Building A1, Diarniadio Industrial Zone			Dakar		Senegal
Changshu Xinzhonghua Fashion Co. Lt	1	No. 7 West Street			Changshu	215552	China
Cutter & Buck Distribution Center	1	4001 Oakesdale Ave. SW			Renton	98057	USA
EMC Elite Merchandising Corp	1	Alexandria Public Free Zone, St #8			Alexandria		Egypt
Everest Textile Ethiopia	1	Hawassa Industrial Park Shed 34, 49, 50			Hawassa		Ethiopia
Firestone Apparel	1	A205 14th St., Amirya Free Zone			Alexandria	23512	Egypt
Handa Egypt Textile Sae Company	1	#13 the corner ofU Shwe Pin Rd & Umyu Rd	Shwe Lin Ban Ind. Zone	Thar Ya Township	Yangon		Myanmar
Handa (Yangon) Garment Co., Ltd.	1	Air Force College Road			El Sharkya	21641	Egypt
HUAFA (Myanmar)	1	No. 1 Mya Wati Min Gyi Road	Kayansitthar Yeik mon	South Dagon	Yangon		Myanmar
Huizhou Nanxuan Knitting Factory Ltd.	1	Nanxuan Industrial Centre, Shuikou	Huicheng District		Huizhou City	Guandong	China
Jiangsu Beatop Fashion Co. Ltd	1	No. 6 Luxi Road	Lujia Town		Kunshan City	Jiangsu	China
Kseng (Myanmar) Apparel Co., Ltd.	1	Myae Kwat No.(49), Myaetie Yatkwat No. (51)	Thar Du Kan Ind. Zone	Shwe Pyi Thar	Yangon Region		Myanmar
Lucky Fashion Co., Limited	1	North Side of West ChongWen Road	JinXiang Dev. Zone		Jining City	Shandong	China
Myanmar Synergy Garment Co., Ltd.	1	No. 18/19 Depeyin Wun Htauk U Myae Street	Industrial Zone 2	Hlaing Tharyar Tow	Yangon		Myanmar
Nanchang Pengxu Garment Making Co. LTD	1	#8 Hehua Roat Shatou Town Hanjiang Borough			Yangzhou	225000	China
Nanjing Trust garment co.,ltd (Sumec Yangzhou Cha	1	4 th floor, Factory Building 2 NO.168 , Baofu Road,No.B-07	Changnan Industrial Park		Nanchang	120	China
Phuong Dong Garments Joint stock company	1	934 Quang Trung, Ward 8	Go Vap District		Ho Chi Minh City	84	Vietnam
Prachi Exports	1	No. 1, AK Nagar	Karumaram Palayam	Mannarai PO	Tirupur	641607	India
Royal Apparels EPZ, Ltd	1	Capital Industrial Park, Units 2 &3	Twinn Crescent Road		Nairobi		Kenya
Taian Xinyi Garment Co., Ltd	1	East Area of High-Tech Development Zone			Taian		China
Tai An Shi San He Garment Co., Ltd	1	Xujialou Industrial Park			Tapan City	Shandong	China
Texray (Vietnam)	1	F1 Plot, F Zone, Street 1	Loi Binh Nhon Ind. Clusters	Loi Binh Nhon com	Tran An City	Long An Province	Vietnam
Thanulux Public Company Ltd (TNL)	1	125 Moo 5 Suwannasorn Rd., Nontri, Kabinburi	Prachinburi		Prachinburi	25110	Thailand
Van Ha Mass - Hitek Garment Ltd.	1	Hwy 45, Area 2, Thieu Hoa Town	Thieu Hoa District			Thanh Hoa Prov.	Vietnam
Zhejiang Xinxing Knitting Dress Co Ltd	1	Sunchen Chengguan Zhuji			Zhejiang		China