

LAT Apparel Code of Conduct and Global Business

LAT Apparel believes in doing business with those suppliers, manufacturers, contractors, and consultants (referred to in these guidelines as “suppliers”) who embrace and demonstrate high standards of ethical business behavior.

Suppliers shall at all times comply with all applicable laws, rules, and regulations, maintain all required certifications, and will provide services and/or products that meet or exceed all governmental requirements and agreed upon quality and safety standards. These include, but are not limited to, CPSIA standards and regulations, EU Reach standards, California’s Safe Drinking Water & Toxic Enforcement Act of 1986, commonly known as Proposition 65 or Prop 65 requirements, along with all other applicable federal, state, local, or international regulations and standards.

Employment Practices

LAT Apparel has a strong commitment to treating employees fairly, with dignity and respectfully. 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. All manufacturing facilities are required to be Worldwide Responsible Accredited Production (WRAP) certified. At a minimum, we require that all suppliers meet the following standards:

Compliance with Laws & Regulations - 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.

Prohibition of Discrimination - Suppliers will commit to ensuring that any employment decision - involving hiring, firing, assigning work, paying, or promoting - is made without discriminating against the employee on the basis of race, color, national origin, gender, age, sexual orientation, religion, disability, or other legally protected categories.

Prohibition of 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 workers under age 15.

Prohibition of Forced Labor - Suppliers will not use forced or involuntary labor whether bonded, prison, indentured or trafficked, including debt servitude.

Prohibition of Harassment and Abuse- Suppliers will not subject employees or contractors to physical, verbal, sexual, or psychological harassment, nor use corporal or physical punishment to discipline employees.

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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, clean and healthy work environment for their employees. Where applicable, this also applies to housing and eating facilities.

Compensation - Suppliers will comply with applicable wage and hour laws and regulations, including those relating to minimum wages and overtime pay. All employees will receive proper compensation for all work done.

Working Hours - Suppliers will comply with all applicable laws and regulations regarding working hours. Environment Suppliers will comply with all legal environmental standards and should demonstrate a commitment to protecting the environment by actively monitoring their environmental practices.

Subcontracting - Suppliers will not use subcontractors for the manufacture of LAT Apparel's merchandise or components thereof without LAT Apparel's express written consent.

Environment - Suppliers will comply with all legal environmental standards and should demonstrate a commitment to protecting the environment by actively monitoring their environmental practices.

In no instance may any cotton or other components used in the manufacturing of LAT Apparel products be sourced from Tajikistan, Turkmenistan, Uzbekistan or from the Xinjiang Uyghur Autonomous Region (XUAR) of China.

Each Supplier must post this document in a public place in each of their facilities in English and any primary languages spoken in the factory.

Any questions or reports of violation of the LAT Apparel Code of Conduct and Global Business Standards should be reported immediately to the LAT Apparel Compliance Committee at compliance@latapparel.com.