



Global Brands Group Holding Limited (“GBG”) is committed to legal compliance and ethical business practices in all of our operations worldwide. We choose Suppliers who we believe share this commitment. We require our Suppliers to comply with all applicable laws and regulations of the country in which they conduct business. Our Global Supplier Principles (“Principle”) which are based on the International Labor Organization’s (ILO) core conventions, summarize the minimum requirements all Suppliers must meet in order to do business with us. As used in these Principles, the term “Supplier” includes but is not limited to factories, agents, vendors and suppliers of component parts.

We expect our Suppliers to commit to the Principles annually, and permit periodic monitoring to assess and ensure adherence to the Principles. If we find a Supplier is not in compliance with any of the Principles, Suppliers are expected to promptly remediate any noncompliance.

## Labor Practices

### Employment is Voluntary

Our Suppliers shall not use any form of forced, bonded, trafficked, indentured or prison labor, and shall not purchase materials from suppliers using any such labor.

### Working Age

Suppliers shall not employ children younger than the age of 15, or younger than the age for completion of compulsory education, whichever is higher.

### Disciplinary Practices

No employee shall be subject to any form of corporal punishment, or mental, physical, verbal or sexual harassment or abuse. Disciplinary deductions from compensation are not permitted.

### Discrimination

Employees or potential employees shall not be subjected to discrimination in hiring, compensation, promotion, discipline or termination on the basis of gender, age, religion, marital status, race, sexual orientation, disability, nationality, or ethnic origin.

### Wages, Benefits and Working Hours

Employee compensation shall meet or exceed the minimum wage required by law. Overtime shall be compensated at legally mandated rates. Employees shall be provided all legally mandated benefits, including holidays, paid leave and where applicable, statutory severance when employment ends.

Suppliers shall follow all applicable laws and regulations with respect to working hours, and all overtime must be voluntary. Under ordinary business circumstances, employees shall not be required to work excessive working hours per week, including overtime, and are entitled to at least one rest day in any seven-day period.

### Freedom of Association and Collective Bargaining

Suppliers shall respect the rights of employees to freedom of association and collective bargaining, as permitted by law, without harassment, interference or retaliation.

### Working Conditions

Suppliers shall provide a safe and healthy workplace to prevent accidents and injury to health arising out of, or occurring in the course of work or as a result of the operation of the supplier’s facility.

Where provided, employee housing shall be clean and safe, with adequate sleeping quarters, bathing and toilet facilities.

## Environmental Protection

Suppliers shall protect human health and the environment by meeting applicable regulatory requirements including air emissions, solid/hazardous waste and water discharge. Suppliers shall adopt reasonable measures to mitigate negative operational impacts on the environment and strive to continuously improve environmental performance.

## Subcontracting

Suppliers shall not subcontract any operation in the manufacturing process without prior written consent from GBG. All approved subcontractors shall meet the same criteria as our direct contract-product and services suppliers.

## Monitoring Compliance

Suppliers shall provide GBG or third party representatives unhindered access, with or without notice, to their facilities, employees and all records needed to demonstrate compliance with these Principles and applicable laws. Suppliers are expected to keep accurate records of all matters related to their business with GBG in accordance with standard accounting practices.

## Ethical Conduct

Suppliers shall comply fully with all applicable national and local laws, legal requirements, and applicable treaties in the country or countries in which they operate that relate to anti-corruption and ethical conduct. Specifically, Suppliers shall not offer bribes, gifts or discounts or other unlawful or unethical payments or compensation in dealings with employees, public officials or individuals in the private sector to influence any act or decision or otherwise secure a business advantage.

## Responsibility, Transparency and Accountability

Suppliers shall be transparent in their policies, processes and standards which govern their operations and which are related to their compliance with the Principles. Suppliers should educate their employees and managers on their rights and responsibilities related to upholding the Principles. The policies, processes and standards developed by Suppliers should include policies and procedures for risk assessments, accountability and documentation related to compliance with the Principles.

Suppliers must guard the confidential information of GBG and should not disclose, share or use such information except as defined by the contractual or non-disclosure agreement signed with GBG. Suppliers shall comply with all applicable security and privacy laws, regulations, and other legal requirements and ensure that all appropriate security measures are in place to protect confidential information.