

## Kontoor Brands Global Compliance Principles

At Kontoor Brands, Inc., we are a Purpose-led, performance- driven and value-creating organization. Our success is built on a culture of integrity, empathy, curiosity, perseverance and courage. These values extend to the expectations we have of those with whom we do business.

These Global Compliance Principles apply to all facilities that produce goods for Kontoor Brands or any of our subsidiaries, divisions, or affiliates, including facilities owned and operated by Kontoor Brands and our contractors, agents and suppliers, referred to in this document as Kontoor Brands Authorized Facilities.

While these Global Compliance Principles set forth the basic requirements that must be met in order to do business with us, we strongly encourage Kontoor Brands Authorized Facilities to exceed these principles and to promote best practices and continuous improvement throughout all of their facilities.

**Principle 1 – Legal and Ethical Business Practices:** Kontoor Brands Authorized Facilities must fully comply with all applicable laws of the countries in which they are located including all laws, regulations, and rules relating to wages, hours, employment, labor, health and safety, the environment, immigration, and the apparel industry. Employers must be ethical in their business practices.

**Principle 2 - Child/Juvenile Labor:** No person shall be employed at an age younger than 15 (or 14 where consistent with International Labor Organization guidelines) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15. All Kontoor Brands Authorized Facilities must observe all legal requirements for work of associates under 18 years of age, particularly those pertaining to hours of work and working conditions.

**Principle 3 - Forced Labor:** Kontoor Brands Authorized Facilities will not use forced labor, whether indentured, bonded, prison, slave, trafficked or any other involuntary or compulsory labor.

**Principle 4 - Wages and Benefits:** Kontoor Brands believes all workers in our global supply chain have the right to living wages that meet their own basic needs and attain a decent life that is considered acceptable within their society given its level of economic development and we believe the best way to improve labour conditions in the countries where we operate is through meaningful dialogue between employees and employers. Kontoor Brands Authorized Facilities must compensate their employees fairly by providing compensation packages comprised of wages and benefits that, at the very least, comply with legally mandated minimum standards or the prevailing industry wage, whichever is higher, and shall provide any benefits required by law. Employees must be fully compensated at a premium rate for overtime

according to local law and each employee must be provided with a clear, written accounting for each pay period.

**Principle 5 - Hours of Work:** Kontoor Brands Authorized Facilities must ensure associates' hours worked shall not, on a regularly scheduled basis, exceed the lesser of (a) the legal limitations on regular and overtime hours in the jurisdiction in which they manufacture or (b) 60 hours per week including overtime (except in extraordinary business circumstances). Associates must be informed at the time of hiring if overtime is a condition of employment. All associates will be entitled to at least one day off in every seven-day period.

**Principle 6 - Freedom of Association and Collective Bargaining:** Kontoor Brands Authorized Facilities shall obtain and comply with current information on local and national laws and regulations regarding Freedom of Association and Collective Bargaining. No associate shall be subject to harassment, intimidation or retaliation in their efforts to freely associate or bargain collectively.

**Principle 7 - Health and Safety:** Kontoor Brands Authorized Facilities must provide their associates with a clean, safe and healthy work environment, designed to prevent accidents and injury to health arising out of or occurring during the course of work. All Kontoor Brands Authorized Facilities are required to comply with all applicable, legally mandated standards for workplace health and safety in the countries and communities in which they operate.

**Principle 8 - Nondiscrimination:** While Kontoor Brands recognizes and respects cultural differences, employment – including hiring, remuneration, benefits, advancement, termination, and retirement – must be based on ability and not on belief or any other personal characteristics. Kontoor Brands Authorized Facilities may not discriminate based on race, age, color, national origin, gender, religion, sexual orientation, disability, political opinion, or social or ethnic origin

**Principle 9 - Harassment:** Kontoor Brands Authorized Facilities must treat all associates with respect and dignity. Kontoor Brands Authorized Facilities may not subject associates to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Kontoor Brands Authorized Facilities may not use monetary fines as a disciplinary practice.

**Principle 10 - Women's Rights:** Kontoor Brands Authorized Facilities must ensure that women associates will receive equal remuneration, including benefits, equal treatment, equal evaluation of the quality of their work, and equal opportunity to fill all positions open to male associates. Pregnancy tests will not be a condition of employment, nor will they be demanded of associates. Associates who take maternity leave (of a duration determined by local and national laws) will not face dismissal nor threat of dismissal, loss of seniority or deduction of wages, and will be able to return to their former employment at the same rate of pay and benefits. Associates will not be forced or pressured to use contraception. Associates will not be exposed to hazards,

including glues and solvents, that may endanger their safety, including their reproductive health. Facilities shall provide appropriate services and accommodation to women associates in connection with pregnancy.

**Principle 11 - Subcontracting:** Kontoor Brands Authorized Facilities will not utilize subcontractors in the manufacturing of Kontoor Brands products or components without Kontoor Brands' written approval and only after the subcontractor has agreed to comply with the Terms of Engagement, including these Global Compliance Principles.

**Principle 12 - Monitoring and Compliance:** Kontoor Brands Authorized Facilities will maintain on site all documentation necessary to demonstrate compliance with these Global Compliance Principles. Kontoor Brands and its subsidiaries will undertake affirmative measures, such as announced and unannounced on-site inspections of production facilities, to monitor compliance with these Global Compliance Principles. Kontoor Brands Authorized Facilities must allow Kontoor Brands representatives full access to production facilities, associate records and associates for confidential interviews in connection with monitoring visits. In addition, Kontoor Brands Authorized Facilities must respond promptly to reasonable inquiries by Kontoor Brands representatives concerning the subjects addressed in the audit.

**Principle 13 - Informed Workplace:** Kontoor Brands Authorized Facilities must inform associates about the workplace standards orally and through the posting of standards in a prominent place and undertake other efforts to educate associates about the standards on a regular basis.

**Principle 14 - Worker Residence (Dormitory):** Dormitories of Kontoor Brands Authorized Facilities must provide a clean, safe, and healthy residence environment. The dormitory design must provide adequate privacy, security, and freedom of movement for all occupants. Dormitory facilities must comply with all applicable, legally mandated standards, for public domiciles in the countries and communities in which they are located.

**Principle 15 - Facility Security:** It is Kontoor Brands' policy that all suppliers establish facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments. Such items would include drugs, biological agents, explosives, weapons, radioactive materials, illegal aliens, and other contraband.

**Principle 16 - Environment:** Kontoor Brands Authorized Facilities must comply with all laws and regulations relating to environmental protection in the countries in which they operate. Facilities must have policies and procedures in place to ensure environmental impacts are minimized with respect to energy, air emissions, water, waste, hazardous materials and other significant environmental risks. Facilities are expected to make sustainable improvements in environmental performance and require the same of their suppliers and sub-contractors.



**Violations of these Global Compliance Principles will be appropriately remedied at the cost of the facility. Kontoor Brands reserves the right to take necessary measures to ensure future compliance with these Global Compliance Principles. Failure to comply with these Global Compliance Principles may result in termination of the relationship between Kontoor Brands and the Authorized Facility.**