



## TAILORED BRANDS

### SUPPLIER CODE OF CONDUCT

Tailored Brands, Inc. (“TBI”) supports the work of international agencies and organizations that seek to implement internationally recognized standards for labor practices. While TBI recognizes that there are different legal and cultural environments in which suppliers operate throughout the world, this Supplier Code of Conduct sets forth the compliance requirements that all suppliers must meet in order to do business with TBI. These standards must be communicated by each of our suppliers to all workers and posted prominently in the workplace in English and the native languages of all factory employees who work with our product.

If TBI finds a supplier not in compliance with this Supplier Code of Conduct, it will require immediate corrective action. TBI will not partner with suppliers and factories that are unwilling or unable to work with us to achieve our compliance standards.

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#### Compliance with the Law

Suppliers shall comply with all laws, rules and regulations of the country where suppliers, manufacturers, factories and mills operate.

#### Minimum Wages and Benefits

Suppliers shall pay workers the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher, pay workers overtime compensation in compliance with all applicable laws, and provide to workers benefits that conform to the better of applicable local law or prevailing local industry standards.

#### Maximum Working Hours

Overtime shall be limited to a level consistent with humane and productive working conditions. Workers shall not be required, on a regularly scheduled basis, to work in excess of 60 hours per week (or lower if prescribed by local laws or local industry standards), and, generally, workers shall be provided with at least one day off in seven.

#### No Forced Labor

Prison, indentured, bonded, and involuntary or slave labor or labor obtained through human trafficking shall not be used.

#### Child Labor, Young Workers, Apprentices, and Trainees

Facilities shall not employ individuals under the age of 15 or under the legal working age, whichever stricter.

Working conditions (including labor and health and safety practices) of employees under the age of 18 shall be in compliance with law and not jeopardize the health, safety or morals of these employees.

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Employment of trainees, apprentices and individuals under the age of 18 shall be conducted in compliance with the law, including medical testing, applicable documentation maintenance, such as licenses and permits, and terms of employment, such as hours and pay.

Facilities shall implement a system to remediate situations where an employee is discovered to have been hired below the age of 15 or the legal minimum age, if higher.

#### Health and Safety

The work environment shall be safe and healthy.

#### Nondiscrimination

Workers shall be selected only on the basis of their ability to do the job and not on the basis of other personal characteristics or beliefs.

#### No Corporal Punishment

Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers.

#### Freedom of Association

The lawful exercise of workers' rights of free association shall be respected and not restricted or interfered with, and workers lawfully exercising those rights shall not be threatened or penalized.

#### Environment

Suppliers must comply with all applicable environmental laws and regulations.

#### Community Involvement

Projects undertaken in partnership with community groups, or local or international non-government organizations (NGOs), particularly those that address educational opportunities for younger people employed in production facilities, shall be encouraged and supported.

#### Access

For the purpose of monitoring compliance with TBI's policies, suppliers, and their subcontractors and agents, shall give TBI, its employees and agents unrestricted access to all production facilities and dormitories and to all relevant records, whether or not notice is provided in advance.

#### Subcontracting

Subcontracting will only be permitted with express written approval by TBI. All suppliers and subcontractors must fully comply with this Supplier Code of Conduct.

#### Confidentiality

All suppliers must maintain the confidentiality of any TBI confidential or proprietary information.

#### Intellectual Property

All suppliers must respect the intellectual property rights of others, including TBI. TBI's intellectual property rights include but are not limited to trademarks, copyright, trade secrets, designs, know-how and patents. Suppliers shall use TBI's intellectual property only as authorized by TBI and only in connection with merchandise approved by and to be supplied to TBI or its designated affiliates.

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