



## TAILORED BRANDS

### PROCEDURES FOR REPORTING CONCERNS ABOUT ACCOUNTING AND AUDIT RELATED MATTERS

#### Purpose

Tailored Brands, Inc., including all of its subsidiaries ("the Company"), is committed to compliance with all applicable securities laws and regulations, accounting standards, accounting controls, and audit practices. In order to facilitate the receipt, retention, and treatment of reports regarding fraud or deliberate error in the preparation or presentation of any accounting or financial materials, deficiencies in or non-compliance with internal accounting controls, and auditing matters ("Accounting Matters") and to provide a method for the confidential anonymous reporting of concerns regarding Accounting Matters, the Audit Committee (the "Committee") establishes these procedures for the submission, handling and retention of such complaints.

#### Reporting Concerns

Concerns regarding Accounting Matters may be submitted in any or all of the following ways:

- The Company has established a toll free hotline, 1-877-422-5066, which is operated by The Network, an independent third party. **Reports made to The Network may be done on a confidential or anonymous basis.** The hotline and the website are available 24/7/365 to employees, vendors, suppliers, consultants, service providers, customers, and other third parties.
- A written complaint may be sent to the Company's Chief Compliance Officer ("CCO") or the Committee Chair through the mail at 6100 Stevenson Boulevard, Fremont, CA 94538 or by email at [ethics@tailoredbrands.com](mailto:ethics@tailoredbrands.com).
- Any person with concerns about Accounting Matters may contact Employee Relations, Internal Audit, or the CCO.

All complaints of Accounting Matters, regardless of how submitted, will be forwarded to the Committee Chair, the CCO, and the Vice President – Internal Audit.

#### Treatment of Accounting Matter Concerns

The Committee will address reports regarding Accounting Matters in the following manner:

- Upon receipt, the Chair, the CCO, and Vice President – Internal Audit will determine whether the report actually pertains to Accounting Matters.
- Reports relating to Accounting Matters will be investigated by the Office of Compliance, Internal Audit, Employee Relations, or an impartial independent person at the direction of the Committee and as the Committee deems appropriate.
- All reports will be treated in a confidential manner, to the extent permitted by law and consistent with a complete and appropriate investigation. To the extent practical and appropriate under the circumstances, the identity of anyone reporting a suspected violation or participating in the investigation will remain confidential.
- The CCO will periodically report to the Committee on the status of any ongoing investigations to ensure that all reports are promptly and appropriately addressed.
- The Committee will work with the Company to see that the Company takes appropriate corrective action when and as warranted in the Committee's judgment.

### **No Retaliation**

The Company will not discharge, demote, suspend, threaten, harass, change the terms and conditions of employment or in any manner discriminate or retaliate against any person based solely on such person's good faith reporting of concerns regarding Accounting Matters.

### **Retention of Reports and Investigations**

The CCO will maintain a log of all reports relating to Accounting Matters, tracking their receipt, investigation, and resolution. Copies of reports and the log will be maintained in accordance with the Company's records retention policy.

### **Annual Review of These Procedures**

The Committee will review and amend the complaint procedures as it deems appropriate, but no less than frequently as required by law.