



Global Business Standards and Vendor Compliance

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 will provide services and/or products that meet or exceed all government and all agreed upon quality and safety standards.

Employment Practices

LAT Apparel has a strong commitment to treating employees fairly, and with dignity and respect. 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.

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.

- Compensation - Suppliers will, at a minimum, comply with applicable wage and hour laws and regulations, including those relating to minimum wages.
- Discrimination - Suppliers will not discriminate based on personal characteristics or beliefs.
- Forced labor - Suppliers will not use forced or involuntary labor whether bonded, prison or indentured, including debt servitude.
- 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 and healthy work environment for their employees. Where applicable, this also applies to housing and eating facilities.
- Workplace harassment or abuse - Suppliers will not subject employees to physical, verbal, sexual, or psychological harassment, nor use corporal or physical punishment to discipline employees.
- Working hours - Suppliers will comply with all applicable laws and regulations regarding working hours.

Environment Suppliers will comply with all applicable environmental laws and regulations, and will promptly develop and implement plans or programs to correct any non-compliant practices.

Other Legal Requirements 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.

Signature

Date

Printed Name

Company Seal