



## S&S ActiveWear Human Rights Statement of Principles

Respect for people and relationships are the foundation of our business at S&S ActiveWear, and we strive to uphold and exemplify this principle every day. These values are more than a commitment to those we serve; they are fundamental to every aspect of our business and drive our purpose to inspire and empower people to lead fulfilled lives. Our intention will always be to act and make decisions that are in accordance with our purpose and with our values. Within our organization, across our supply chain and in the communities in which we operate, S&S ActiveWear is committed to responsible business practices that prioritize respect for human rights.

The cornerstone of our commitment is constant vigilance to identify and address human rights risks across our value chain in good faith and to the best of our ability. We develop and continuously improve our procedures to identify, prevent, and mitigate important human rights topics. In addition, we firmly believe in our responsibility to create a welcoming and supportive environment for all our teams and to help combat discrimination, injustice, and systemic racism.

The following principles are foundational to the way we conduct our business and to our expectations of business partners, suppliers, agents, and vendors:

**Positive work environment:** We provide all employees with a safe and healthy work environment. We observe all applicable laws and regulations governing wages and hours, recruitment, and employment contracts. Employees receive wages in line with and often exceeding minimum legal standards. All employees receive adequate rest time and overtime is voluntary.

**Diversity and inclusion:** We value diversity, equity, and inclusion as essential to fostering a fair, safe, and innovative workplace. We provide equal employment and advancement opportunities to all and do not discriminate based on race, gender, color, national or social origin, religion, age, disability, sexual orientation, political opinion, gender identity, or any other status protected by law.

**Privacy:** We respect the confidential information with which we are trusted. We set clear expectations for all employees and business partners about collecting, sharing, storing, transferring, and disposing of personal data, in order to protect privacy.

**Safety and security:** We strive to ensure a safe environment for all employees and do not tolerate harassment, violence, or intimidation. Our security operations are carried out with respect for the dignity and privacy of S&S employees and the communities in which we operate.

Responsibility for implementing this Policy is integrated within the S&S ActiveWear business and appropriate functions through relevant policies, processes, and reporting lines. The ESG Executive Steering Committee and ESG Team oversee the execution of S&S ActiveWear's Environmental, Social and Governance (ESG) strategies and initiatives.

We always strive to be an example for others to follow, and to share our progress to accelerate industrywide change. But we also know our work will never be finished— because we believe that if we aren't finding ways to improve, we aren't looking hard enough.

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**Frank Myers, CEO**