

American Textile Company's Vendor Sustainability Statement

American Textile Company respects the dignity of our workers in the workplace and we strive to ensure our associates' rights to personal security, a safe, clean, and healthful workplace, and freedom from harassment or abuse of any kind. We encourage our partners, suppliers, contractors, and vendors to support these policies and we place substantial value on working with others who share our commitment to human rights. To that end, American Textile Company has included the following expectations and requirements in our **Purchasing Terms** statement available for review at our corporate website:
https://americantextile.com/company/purchasing_terms.php

Seller represents, warrants, certifies and covenants (collectively "Covenants") that it will comply with all laws applicable to the goods, services and/or the activities requested or provided to American Textile Company, including, but not limited to, any national, international, federal, state, provincial or local law, treaty, convention, protocol, common law, regulation, directive or ordinance and all lawful orders, including judicial orders, rules and regulations issued there under, including without limitation those dealing with the environment, health and safety, employment, records retention, personal data protection and the transportation or storage of hazardous materials.

Seller shall also comply with good industry practices, including the exercise of that degree of skill, diligence, prudence and foresight which can reasonably be expected from a competent Seller who is engaged in the same type of service or manufacture under similar circumstances in a manner consistent with all applicable requirements and with all applicable generally recognized international standards.

Seller further agrees, at American Textile Company's request, to provide certificates relating to any applicable legal requirements or to update any and all of the certifications, representations and warranties stated in our Purchase Order, in form and substance satisfactory to American Textile Company.

American Textile Company shall have the right to audit all pertinent records of Seller, and to make reasonable inspections of Seller facilities.

Seller Covenants that no goods or services supplied to American Textile Company have been or will be produced:

- (i) utilizing forced, indentured or convict labor;
- (ii) utilizing the labor of persons in violation of the minimum working age law in the country of manufacture of the goods or any country in which services are provided;
- (iii) in violation of minimum wage, hour of service, or overtime laws in the country of manufacture or any country in which services are provided

Seller will not employ anyone under the age of 15, and/or younger than the age for completing compulsory education, or under the minimum ages established by applicable law in the country of manufacturer, if higher than the age of 15.

Seller will not expose anyone under the age of 18 to situations in or outside of the workplace that are hazardous, unsafe, or unhealthy and will provide adequate protection from exposure to hazardous conditions or materials.

If forced or prison labor, or child labor below applicable minimum working age, is determined to have been used in connection with any activity for American Textile Company, American Textile Company shall have the right to immediately terminate our relationship without further compensation.

American Textile Company expects all vendors to treat every employee, customer and business partner with respect and dignity.

No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse. Although American Textile Company recognizes cultural differences exist, it is our intent not to pursue business relationships with vendors who discriminate in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of gender, race, religion, age, disability, sexual orientation, nationality, marital or maternity status, work or personal affiliations, political opinion or social or ethnic origin.

Seller agrees to provide small business as well as minority and/or women-owned business utilization and demographic data upon request.

Seller shall set wages, overtime pay, and legally mandated benefits and allowances in compliance with all applicable laws.

Seller's workers shall be paid at least the minimum legal wage or a wage that meets applicable industry standards, whichever is greater.

American Textile Company seeks vendors who provide written standards for safe and healthy work environments for their workers, including adequate facilities and protections from exposure to hazardous conditions or materials. These provisions must include safe and healthy conditions for any Seller-provided dormitories and residential facilities, and they must comply with local health and safety laws and standards.