

**Corporate Human Rights Benchmark  
2023 Company Scorecard**

**Company name** Hanesbrands  
**Sector** Apparel (supply chain and own operations)  
**Overall score** 26.0 out of 100

Theme score	Out of	For theme
4.5	10	A. Governance and Policy Commitments
3.2	25	B. Embedding Respect and Human Rights Due Diligence
6.0	20	C. Remedies and Grievance Mechanisms
7.1	25	D. Performance: Company Human Rights Practices
5.2	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

**Detailed assessment**

**A. Governance and Policy Commitments (10% of Total)**

**A.1 Policy Commitments (5% of Total)**

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: General HRs commitment: The Human Rights Policy states: 'HanesBrands respects human rights, and we are committed to [...] identifying, preventing, and actively remediating adverse human rights impacts that result from or are caused by our business activities'. [Human Rights Policy, 06/2023: <a href="https://www.hbisustains.com">hbusustains.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not Met: Commitment to UNGPs: The Human Rights Policy indicates: 'In developing our Human Rights Policy, HanesBrands was informed by [...] the United Nations Guiding Principles on Business and Human Rights'. However, 'to be informed by' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights Policy, 06/2023: <a href="https://www.hbisustains.com">hbusustains.com</a>]</li> <li>Not Met: Commitment to OECD MNE Guidelines</li> </ul>
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: Commitment to ILO core principles: As indicated below, the Company's Human Rights Policy covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining. [Human Rights Policy, 06/2023: <a href="https://www.hbisustains.com">hbusustains.com</a>]</li> <li>Met: Explicitly lists all four ILO core principles: The Company's Human Rights Policy covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining, it indicates: 'HanesBrands respects the rights of our associates, and those of our suppliers, to join, form (or not join or form) a</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>labor union. We protect the free exercise of those rights without fear of intimidation, harassment or reprisal of any kind. Where associates are represented by a union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining collectively in good faith with them'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Expects suppliers to commit to ILO core principles: The Global Standards for Suppliers has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Explicitly lists all four ILO core principles for suppliers: The Global Standards for Suppliers has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining, it indicates: 'Suppliers will recognize and respect the right of employees to exercise their right of freedom association. Similarly, Suppliers will recognize and respect the rights of their employees to choose or not choose collective bargaining'. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commitment to respect H&amp;S of workers: The Human Rights Policy indicates: 'HanesBrands is committed to providing a safe and healthy workplace and complying with applicable safety and health laws, regulations and our own internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks, and we do not tolerate violence in the workplace. We continually engage with our associates and our suppliers on ways to improve health and safety in our respective workplaces. We value the importance of the prompt identification and remediation of health and safety issues – especially as they relate to both fire and building structural safety'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Commitment to ILO working hours standards or 48 hour regular work week: The Global Standards for Suppliers indicates: 'Suppliers will comply with all applicable laws and regulations regarding working hours. Other than in exceptional circumstances, workers must not work over the legal limits or over 48 regular hours plus 12 overtime hours per week whichever is lower. Suppliers must allow workers at least 24 consecutive hours of rest following 6 consecutive working days. Overtime shall not be requested on a regular basis and is voluntary. [...] Suppliers will comply with applicable compensation laws and regulations, including those relating to [...] overtime premiums'. The webpage section Human Rights and Responsible Sourcing indicates: 'Our GSS applies to all facilities involved in the production of HanesBrands products anywhere in the world including our owned facilities'. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Expects suppliers to commit to H&amp;S of workers: The Global Standards for Suppliers indicates: 'Suppliers will operate a safe and healthy work environment for their employees. Suppliers must be committed to eliminating unsafe acts and conditions, thereby preventing harm to their workers, customers and the general public. Where applicable, this also applies to housing and eating facilities'. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The Global Standards for Suppliers indicates: 'Suppliers will comply with all applicable laws and regulations regarding working hours. Other than in exceptional circumstances, workers must not work over the legal limits or over 48 regular hours plus 12 overtime hours per week whichever is lower. Suppliers must allow workers at least 24 consecutive hours of rest following 6 consecutive working days. Overtime shall not be requested on a regular basis and is voluntary. [...] Suppliers will comply with applicable compensation laws and regulations, including those relating to [...] overtime premiums'. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector –	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commitment to women's rights: The Human Rights Policy states: 'we are committed to the rights of women, children and migrant labor'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Expects suppliers to respect these rights: See above. The Human Rights Policy adds: 'Our Global Human Rights Policy applies to [...] our third-party</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	vulnerable groups (AP)		suppliers and their employees via contract'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a> ] Score 2 <ul style="list-style-type: none"> <li>• Not Met: Commitment refers to CEDAW/Women's Empowerment Principles</li> <li>• Not Met: Commitment refers to Child Rights Convention/Business Principles</li> <li>• Not Met: Commitment refers to Convention on migrant workers</li> <li>• Not Met: Expects suppliers to respect these rights</li> </ul>
A.1.4	Commitment to remedy	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Commitment to remedy adverse HRs impacts: The Human Rights Policy states: 'HanesBrands respects human rights, and we are committed to [...] identifying, preventing, and actively remediating adverse human rights impacts that result from or are caused by our business activities'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Expects suppliers to make this commitment: See above. The Human Rights Policy adds: 'Our Global Human Rights Policy applies to [...] our third-party suppliers and their employees via contract'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Commitment to collaborate with judicial or non-judicial mechanisms: The Human Rights Policy states: 'We have not and will not impede, and will cooperate as appropriate and legally required, with state-based judicial or non-judicial actions in favor of persons making allegations of adverse human rights actions'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [CHRB-Responses, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Commitment to work with suppliers on remedy: In the context of forced labour and human trafficking, the Human Rights Policy indicates: 'We further commit to work with our global supply chain'. However, no commitment to work with suppliers to remedy adverse impacts [beyond forced labour and human trafficking] which are directly linked to the Company's operations, products or services found. The Company has provided additional comments to CHRB regarding this subindicator making reference to a CHRB disclosure. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [CHRB-Responses, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
A.1.5	Commitment to respect the rights of human rights defenders	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Zero tolerance of threats/attacks on HRDs: The Human Rights Policy indicates: 'We do not tolerate any threats, intimidation or legal attacks against human rights defenders and those raising concerns, and we expect the same of our suppliers'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Expects suppliers to make this commitment: See above [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Commitment to working with HRDs to create safe and enabling environment: The Human Rights Policy states: 'We will also work with human rights defenders to create safe and enabling environments for civic engagement and human rights at local, national and international levels'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

## A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Board level responsibility for HRs: The Human Rights Policy states: 'Commitment to human rights begins at the very top at HanesBrands: our Board of Directors. Our Board's Talent and Compensation Committee is directly responsible for the oversight of our supply chain labor standards and human rights efforts, as well as diversity, equity and inclusion; talent development; labor management and health and safety. The Audit Committee of the Board also oversees the enterprise risk management process, which includes evaluating actual and potential risks and opportunities for HanesBrands' business, including supply chain labor standards (human rights) - related risks. The Board and the committees receive regular updates from our executive leadership team on the effectiveness and progress of these programs'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes HRs expertise of Board member</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Board member/CEO signal importance of HRs in their communications</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.2	Board responsibility	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Process to review HRs strategy at board level: The webpage section Sustainability Governance indicates: 'Our Board and its committees receive regular updates on, and oversee the development and execution of, our Environmental, Social, and Governance (ESG) strategy, including those related to sustainability, health and safety, human rights, diversity, equity and inclusion. The Governance and Nominating Committee coordinates oversight of our ESG strategy and communications, as well as our corporate governance policies and practices. The Talent and Compensation Committee is responsible for the "People" pillar of our ESG strategy, which includes oversight of diversity, equity and inclusion, talent development, labor management, supply chain labor standards (human rights), and health and safety. [...] The Audit committee also oversees the enterprise risk management process, which includes evaluating actual and potential risks and opportunities for HanesBrands' business, including climate-related and supply chain labor standards (human rights) related risks'. The webpage section Corporate Governance adds: 'In 2022, our Board of Directors met five times and held regularly scheduled executive sessions without management, presided over by our independent Chairman of the Board. In addition, our Audit Committee met six times, our Talent and Compensation Committee met four times and our Governance and Nominating Committee met three times'. [Sustainability Governance, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>] &amp; [Corporate Governance_web, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Example of HRs issues/trends discussed in last reporting period</li> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Describes how affected stakeholders / HRs experts inform board discussions</li> </ul>
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: At least one board member incentive linked to HRs commitments</li> <li>• Not Met: Incentive scheme linked to key HRs risks beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Performance criteria linked to HRs made public</li> <li>• Not Met: Review of other board incentives for coherence with HRs policies</li> </ul>
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board process to review business model and strategy for HRs risks: The Human Rights Policy states: 'Our Board's Talent and Compensation Committee is directly responsible for the oversight of our supply chain labor standards and human rights efforts, as well as diversity, equity and inclusion; talent development; labor management and health and safety. The Audit Committee of the Board also oversees the enterprise risk management process, which includes evaluating actual and potential risks and opportunities for HanesBrands' business, including supply chain labor standards (human rights) - related risks'. The webpage section Enterprise Risk Management adds: 'HanesBrands has long had an in-depth and comprehensive enterprise risk management (ERM) process that is overseen by the Audit Committee and reported regularly to our Board of Directors. Our Board and senior management teams have had direct oversight of our sustainability, corporate responsibility and human rights programs for many years, and the scope of our ERM program includes our Global Ethics and Compliance program, our factory audit programs, and a broad sustainability review'. The webpage section Sustainability Governance indicates: 'Our Board and its committees receive regular updates on, and oversee the development and execution of, our Environmental, Social, and Governance (ESG) strategy, including those related to sustainability, health and safety, human rights, diversity, equity and inclusion'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at Board level or a Board committee. This indicator focuses on the Company business model rather than focusing on the risk. [Human Rights Policy, 06/2023: <a href="https://www.hbisustains.com">hbisustains.com</a>] &amp; [Sustainability Governance, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes frequency and triggers for reviewing business model: The webpage section Corporate Governance indicates: 'In 2022, our Board of Directors met five times and held regularly scheduled executive sessions without management, presided over by our independent Chairman of the Board. In addition, our Audit Committee met six times, our Talent and Compensation Committee met four times and our Governance and Nominating Committee met three times'. The webpage provides further explanation on its corporate</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			governance. However, this subindicator looks for a description of the frequency of and triggers for reviewing its business model or strategy and potential impacts on human rights. No further evidence found. [Corporate Governance_web, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a> ] Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Example of actions resulting from reviews</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Score of 1 on A.1.2.a</li> <li>• Met: Senior responsibility for HRs implementation and decision making: The Company states that 'CEO, Steve Bratspies, is personally committed to driving and advancing our sustainability program. Oversight of the program at the executive level rests with our Executive Vice President Global Supply Chain, Mike Faircloth, as well as a sustainability executive steering committee (our CEO and his direct reports) that meets quarterly to assess the program's effectiveness.' Sustainability programs includes human rights issues. [Sustainability Governance, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Describes day-to-day responsibility for implementing HRs commitments: The Company indicates that 'Day-to-day responsibility for our sustainability program rests with our Chief Sustainability Officer, Chris Fox, who manages our program globally. He is responsible for leading our Global Sustainability Consortium described below, ensuring organizational alignment and evaluating enterprise-wide sustainability risks, managing our environmental and social initiatives and partnerships, and driving our long-term sustainability goals'. [Sustainability Governance, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Day-to-day resources and expertise allocation in own operations: The webpage section Human Rights and Responsible Sourcing indicates: 'Embedded within our regional operations are over a dozen dedicated compliance staff who ensure strong oversight of the GSS program and the corrective action process'. However, no further explanation of how expertise is allocated in its own operations found. The Company has provided an additional source to CHRB regarding this subindicator, however, no further evidence found. [Human Rights and Responsible Sourcing_web, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Resources and expertise allocation in supply chain: The webpage section Human Rights and Responsible Sourcing indicates: 'Embedded within our regional operations are over a dozen dedicated compliance staff who ensure strong oversight of the GSS program and the corrective action process'. However, no further explanation of how expertise is allocated in its supply chain found. The Company has provided an additional source to CHRB regarding this subindicator, however, no further evidence found. [Human Rights and Responsible Sourcing_web, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul>
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Senior manager incentives linked to HRs commitments</li> <li>• Not Met: Incentive scheme linked to key HRs risks beyond employee H&amp;S</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Performance criteria linked to HRs made public</li> <li>• Not Met: Review of other senior management incentives for coherence with HRs policies</li> </ul>
B.1.3	Integration with enterprise risk management	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: HRs risks integrated as part of enterprise risk system: The Company states that 'Issues such as climate change, water stress and unethical labor or human rights practices within supply chains pose risks to our business and our ability to produce our products in an ethical and sustainable manner. We assess and evaluate these risks annually as part of our Enterprise Risk Management process, which is overseen by the Audit Committee of our Board of Directors.' [Annual Report 2022, 31/12/2022: <a href="https://www.ir.hanesbrands.com">ir.hanesbrands.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Provides an example: The webpage section Enterprise Risk Management adds: 'HanesBrands has long had an in-depth and comprehensive enterprise risk management (ERM) process that is overseen by the Audit Committee and reported regularly to our Board of Directors. Our Board and senior management teams have had direct oversight of our sustainability, corporate responsibility and human rights programs for many years, and the scope of our ERM program includes our Global Ethics and Compliance program, our factory audit programs, and a broad sustainability review'. It provides further information on how it addresses climate-related risks and opportunities. However, no examples found of how it manages human rights related risks within this system. The Company has provided additional comments to CHRB regarding this subindicator with information on its Ethics Program, and a survey carried out every two years to assess it. However, how human rights are integrated into this Program. [Enterprise Risk Management_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Our Ethics Program: Our Associates Believe in It_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Risk assesment by Audit Committee or independent third party: As indicated above, the webpage section Enterprise Risk Management adds: 'HanesBrands has long had an in-depth and comprehensive enterprise risk management (ERM) process that is overseen by the Audit Committee and reported regularly to our Board of Directors. Our Board and senior management teams have had direct oversight of our sustainability, corporate responsibility and human rights programs for many years, and the scope of our ERM program includes our Global Ethics and Compliance program, our factory audit programs, and a broad sustainability review'. However, this subindicator looks for a description of how it assesses the adequacy of the enterprise risk management system specifically in managing human rights during the Company's last reporting year. The assessment is expected to either be overseen by the Board Audit Committee or conducted by an independent third party. [Enterprise Risk Management_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Score of 1 on A.1.2.a</li> <li>• Met: Communicates HRs policies to all workers in own operations: The Global Ethics and Compliance website states that its 'Global Ethics and Compliance program offers videos, e-learning modules and live training to all our associates. We also have Code of Conduct Officers in every country that we operate in over 30. [...] They are advocates for fairness, serving as trainers and resource providers for the program'. The webpage section Driving Ethics in a Global Organization adds: 'Our Global Ethics and Compliance program and our Global Code of Conduct guide our culture of integrity, and we continuously reinforce the importance of individual behaviors throughout our operations. To drive this culture and ensure it's embedded in how we think and act, each year we bring employees together in more than 30 countries to participate in our Global Ethics and Compliance (GEC) Week. Programming is provided in 10 languages, and includes games, posters, videos and live presentation materials to actively engage employees in awareness of the law, our Global Code of Conduct and our policies'. The Code contains the Company's human rights provisions. [2021 Sustainability Summary Report, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Driving Ethics in a Global Organization_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Communicates HRs policies to stakeholders: The Company has provided comments to CHRB regarding this subindicator stating it publishes its policies online. However, publishing policies on the website is not considered a direct communication with affected stakeholders. It is not clear how it actively communicates its policy commitments to affected stakeholders, including local communities and other groups in general. The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Sustainability Governance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Example of how HRs policies are accessible for intended audience: See above. The Company has provided comments to CHRB regarding this subindicator noting that the Global Code of Conduct is fully public and given to all employees on a yearly basis. However, the subindicator looks for an example how the Company ensures the form and frequency of the information communicated [its policy commitments] is accessible to its intended audience, including local communities.</li> </ul>
B.1.4.b	Communication /dissemination of policy	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Meets ILO requirement for suppliers on A.1.2.a: See A.1.2.a</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	commitment(s) to business relationships		<ul style="list-style-type: none"> <li>• Not Met: Describes steps to communicate HRs policies to supply chain: The Company has provided comments to CHRB regarding this subindicator on the communication of the Global Code of Conduct and our policies to its employees. It also makes reference to its Global Standards for Suppliers Guidelines and its Global Standards for suppliers. However, it is not clear whether the Company actively communicates its human rights policy commitments down its supply chain. [Driving Ethics in a Global Organization_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Requires suppliers to communicate HRs policies</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Describes how HRs policies are contractual/binding for suppliers: The Human Rights Policy states: 'Our Global Human Rights Policy applies to all of our associates and owned operations, as well as to our third-party suppliers and their employees via contract'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers</li> </ul>
B.1.5	Training on Human Rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Score of at least 1 on A.1.2.a</li> <li>• Met: Describes how workers are trained on HRs policy commitments: The Global Ethics and Compliance website states that its 'Global Ethics and Compliance program offers videos, e-learning modules and live training to all our associates. We also have Code of Conduct Officers in every country that we operate in over 30. [...] They are advocates for fairness, serving as trainers and resource providers for the program'. The webpage section Driving Ethics in a Global Organization adds: 'Our Global Ethics and Compliance program and our Global Code of Conduct guide our culture of integrity, and we continuously reinforce the importance of individual behaviors throughout our operations. To drive this culture and ensure it's embedded in how we think and act, each year we bring employees together in more than 30 countries to participate in our Global Ethics and Compliance (GEC) Week. Programming is provided in 10 languages, and includes games, posters, videos and live presentation materials to actively engage employees in awareness of the law, our Global Code of Conduct and our policies'. The Code contains the Company's human rights provisions. [Driving Ethics in a Global Organization_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Ethics and Compliance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Trains relevant managers including procurement on HRs: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found as it makes reference to supplier training. Moreover, the Company has provided a source to CHRB regarding this subindicator, however, evidence comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Score of 2 on A.1.2.a</li> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Trains suppliers to meet HRs commitments: The Company has provided comments to CHRB regarding this indicator in which it: discloses information on its: Global Ethics and Compliance (GEC) Week [see above]; Global Code of Conduct; Global Standards For Suppliers Guidelines, Human Rights Policy. Moreover, it has provided additional comments in which the content has not been found in publicly available sources and a report [2019] which is considered outdated according to the CHRB three-reporting-year timeframe policy. No description found of the training it provides to suppliers to help them meet its human rights policy commitments. [Driving Ethics in a Global Organization_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses % suppliers trained: The Company has provided comments to CHRB regarding this subindicator on it human rights and responsible sourcing, however, no reference to supplier training found. It has also made reference to another source, however, evidence comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. Moreover, it has provided further comments to CHRB regarding on the percentage of suppliers trained, however, its content has not been found in publicly available sources. [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Score of at least 1 on A.1.2.a</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Monitors implementation of HRs policy commitments across global ops and supply chain: The Company reports that ‘To effectively audit and manage a truly global supplier network, we use an in-depth, scored audit protocol of over 265 questions encompassing a broad range of issues including management systems, health and safety compliance, responsible labor practices, environmental compliance and facility/product security. [...] Our web-based Global Vendor Management System (GVMS) software manages the entire audit process from facility on-boarding to audit assignment to completion of the audit questionnaire and management of the corrective action process. The GVMS system also crunches the scoring data to provide a rich and objective look at a facility’s compliance performance over time. Between our owned, contractor and licensee facilities, we are currently monitoring 542 sewing, decoration and textile facilities’. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Discloses % of supply chain monitored: The webpage section Global Standards for Suppliers Performance indicates: ‘Between our owned, contractor and licensee facilities, we are currently monitoring 542 sewing, decoration and textile facilities’. In its 2022 SABS disclosure, the Company notes: ‘100% of owned (sewing and textile) and Tier 1 suppliers are audited by a third-party audit firm annually. We do not currently audit beyond tier 1 – except for embellishment facilities’. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [SASB_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes how workers are involved in monitoring: The Global Standards for Suppliers Guidelines explains confidential employee interview, elaborating on its objective and procedures. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company and the GSS Assessment Protocol. However, although the Company indicates how workers are interview and how, this subindicator looks for a description of how the Company’s workers are involved in carrying out the monitoring process itself. No further evidence found. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] Score 2</li> <li>• Met: Score of 2 on A.1.2.a</li> <li>• Met: Describes corrective actions process: The Global Standards for Suppliers Guidelines indicates: ‘Each applicable question [of the audit process] is scored based on the auditor’s observations. If the factory does not meet HBI’s requirements, points are deducted and HBI will request the factory to take appropriate corrective and preventive actions to remediate such non-compliances. [...] Once the remediation report is ready, Suppliers will receive a notification from the GVMS [Global Vendor Management System] system via e-mail. Suppliers must develop a realistic timeline for completion of corrective/preventive recommendations within 15 days of receiving the report. For those issues that may require extended periods of time to resolve, Suppliers must work with the HBI global compliance team to develop a plan for incremental improvement. Suppliers must include a root cause analysis as part of the remediation process. Suppliers must implement all corrective/preventive measures by the designated due date. It is recommended to include employee representatives, as appropriate, in the implementation of the remediation measures. When remedial measures are completed, Suppliers must mark it as “completed” in the GVMS system and upload the relevant evidence’. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses findings and number of correction action processes: The webpage section Global Standards for Suppliers Performance discloses factory performance data, including: a Compliance Status Chart; Facility Alarm By Country; Average GSS Score By Country (Top 11); Average GSS Score By Facility Type; Average GSS Score By Audit Type for 2022; GSS Audits by Employee Group. It adds: ‘Between our owned, contractor and licensee facilities, we are currently monitoring 542 sewing, decoration and textile facilities. To the right is the breakdown of these facilities by compliance status. Over 83% of facilities score B or above. We pay particularly close attention to those facilities on the Alarm List. [...] there are (as of March 2023) 35 facilities on the Alarm List – most of which are there because of zero-tolerance violations and most of which are in China and Bangladesh. [...] We disapproved, exited or refused to enter 56 factories in 2022. Of these factories, 49 were exited because of zero-tolerance violations. A total of 259 zero-tolerance violations were found across our supply base in 2022 – the vast majority of which were compensation and working hours issues’. However, it is not clear the number of corrective action processes as a result of the monitoring. The Company has provided additional evidence, however, it comes from a source dated</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a> ]
B.1.7	Engaging and terminating business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HRs performance affects selection suppliers: The Global Standards for Suppliers Guidelines indicates: ‘All facilities MUST undergo a GSS assessment BEFORE production begins and yearly thereafter while engaged in business with HBI’. GSS assessment refers to Global Standards for Suppliers, which includes requirements on human rights. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: HRs performance affects continuation supplier relationships: The Company states that according to the facilities’ compliance status, the Company creates the Alarm List and pays close attention to it. It reports that ‘We pay particularly close attention to those facilities on the Alarm List. As noted to the right, there are (as of March 2023) 35 facilities on the Alarm List – most of which are there because of zero-tolerance violations and most of which are in China and Bangladesh. [...] Although our goal is to work with factories and use our size and leverage to remediate their problems, we are not afraid to exit poorly performing facilities. We disapproved, exited or refused to enter 56 factories in 2022. Of these factories, 49 were exited because of zero-tolerance violations’. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes positive HRs incentives for business relationships</li> <li>• Not Met: Works with suppliers to meet HRs requirements: The Global Standards for Suppliers Performance indicates: ‘We are committed to the directives found in our Global Human Rights Policy and support the fair and equitable treatment of all who work and support our global business and operations’. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. No further details found on how it supports suppliers in meeting the Company’s requirements. Support could come in the form of training, sharing expertise, collaborative working. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes how workers and communities identified and engaged in the last two years: The webpage section Our Associates discloses information on the work carried out with its employees. However, no description found of how it has identified, and engaged with affected stakeholders, including workers or local communities in its supply chain, in the last two years. [Our Associates_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses stakeholders whose HRs may be affected</li> <li>• Not Met: Provides two examples of engagement with stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Analysis of stakeholder views on company's HRs issues</li> <li>• Not Met: Describes how stakeholders views influenced company's HRs approach</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes process of identifying risks in own operations: The Global Standards for Suppliers Guidelines indicates: ‘All HBI Suppliers shall permit HBI to periodically conduct assessments, on an unannounced basis, to verify compliance with applicable laws and the HBI Global Standards for Suppliers and to promote continuous improvement. Suppliers must fully cooperate with HBI’s designated representatives to successfully complete all activities related to the assessment process. Included in these guidelines is an overview of what to expect during the assessment and remediation process, as well as other requirements and expectations’. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. It is not clear the proactive process the Company has to identify potential risks it faces in specific locations or activities, as the process described above seems to be compliance monitoring. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes process for identifying risks in business relationships: As indicated above, the Global Standards for Suppliers Guidelines indicates: ‘All HBI Suppliers shall permit HBI to periodically conduct assessments, on an unannounced basis, to verify compliance with applicable laws and the HBI Global Standards for Suppliers and to promote continuous improvement. Suppliers must fully cooperate with HBI’s designated representatives to successfully complete all activities related to the assessment process. Included in these guidelines is an overview of what to expect during the assessment and remediation process, as well as other requirements and expectations’. The webpage section Global Standards for Suppliers Performance discloses its compliance score system. The Company has provided comments to CHRB regarding this subindicator including information on its Assessment Protocol, which contains audit questions. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. It is not clear the proactive process the Company has to identify potential risks it faces in specific locations or activities in its supply chain, as the process described above seems to be compliance monitoring. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes global risk identification system incl. stakeholder consultation: See above. The Global Standards for Suppliers Guidelines explains the objectives and procedures of Confidential Employee Interviews during the audits. However, the subindicator looks for a description of the global systems it has in place to identify its human rights risks and impacts on a regular basis across its activities involving consultation with affected stakeholders and internal or independent external human rights experts. No further evidence found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes how risk identification system is triggered by new circumstances: The Global Standards for Suppliers Guidelines indicates: ‘All facilities MUST undergo a GSS assessment BEFORE production begins and yearly thereafter while engaged in business with HBI’. GSS assessment refers to Global Standards for Suppliers, which includes requirements on human rights. However, this seems to focus on individual supplier screening and monitoring. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. This subindicator looks for evidence of how new circumstances [new country operations, new relationships, new human rights challenges or conflict affecting particular locations] trigger a due diligence process to determine the risks and impacts that Company potentially faces. No further found. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing human rights risks and impacts	0	<p>• Not Met: Describes risks identified in relation to new circumstances</p> <p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes assessment process and discloses salient HRs risks: The Company has provided comments to CHRB regarding this subindicator on its audit scorecard and on its compliance monitoring system. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. It is not clear the process it has in place to assess its human rights risks. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes how process applies to supply chain: The Company has provided comments to CHRB regarding this subindicator on its audit scorecard, on its compliance monitoring system as well as further information on its responsible sourcing practices. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. It is not clear the process it has in place to assess its human rights risks in its supply chain. This description should include how relevant factors are taken into account, such as geographical, economic, social and other factors. [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Public disclosure of results of HRs risk assessment: The Company has provided comments to CHRB regarding this subindicator on the performance metrics of its compliance monitoring process. Compliance monitoring is findings is assessed in B.1.6. It has also provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. Finally, it made reference to its Global Standards for Suppliers Guidelines, however, no disclosure of the results of its human rights risk assessment found. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Describes how assessment involved affected stakeholders: The Global Standards for Suppliers Guidelines explains confidential employee interviews, elaborating on its objective and procedures. However, this subindicator looks for a description of how it involves affected stakeholders in the human rights assessment processes of due diligence, and the interviews seem to be part of its compliance monitoring. No further evidence found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
B.2.3	Integrating and acting on human rights risks and impact assessments	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes system to prevent, mitigate and remediate HRs issues: The Global Standards for Suppliers Guidelines indicates: ‘Once the report is finalized and approved by HBI, all non- compliances and their respective recommended remediation actions will be available on the GVMS system for the supplier to review and to take appropriate action’. It them expands on how it addresses non-compliances. The Company has provided additional comments to CHRB regarding this subindicator on its responsible sourcing practices. However, this indicator looks for evidence of a system to prevent or mitigate the different human rights risks and impacts to which it is exposed. Current evidence seems to focus in monitoring compliance with policies and how it addresses non-compliances (assessed in indicator B.1.6). It also indicates it is a FLA member and it has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. No further evidence found. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Describes how global system applies to supply chain: See above. No description found of its global system to prevent, mitigate or remediate its salient human rights issues within its supply chain. [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Example of actions decided on at least 1 salient HRs issue: See above. No example has been found of the specific actions taken or to be taken on at least one of its salient human rights issues as a result of the assessment processes in at least one of its activities/operations in the last three years. [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1: See above.</li> <li>• Not Met: Describes how stakeholders involved in decisions about actions taken: The Global Standards for Suppliers Guidelines explains confidential employee interviews, elaborating on its objective and procedures. It also provides further explanation on its responsible sources practices. However, this subindicator looks for a description of how it involves affected stakeholders in decisions about the actions to take in response to its salient human rights issues. The interviews seem to be part of its compliance monitoring. No further evidence found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> </ul>
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes system for evaluation effectiveness of actions: The Company has provided comments to CHRB regarding this subindicator on its audit scorecard, on its compliance monitoring system as well as further information on its responsible sourcing practices and on factory performance. However, no description found of its system for tracking or monitoring the actions taken in response to human rights risks and impacts and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. It also indicates it is a FLA member and it has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Example of lessons learned from evaluation effectiveness of actions: See above. No example found of the lessons learned while tracking the effectiveness of its actions on at least one of its salient human rights issues as a result of its due diligence process. [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1: See above. [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Involves stakeholders in evaluation effectiveness of actions: See above. The Global Standards for Suppliers Guidelines explains confidential employee interviews, elaborating on its objective and procedures. However, this subindicator looks for a description of how it involves affected stakeholders in the evaluation of whether the actions taken have been effective, and the interviews seem to be part of its compliance monitoring. No further evidence found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Human Rights and Responsible Sourcing_web, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="http://hbisustains.com">hbisustains.com</a>]</li> </ul>
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provides two examples of comms with stakeholders: The Company has provided comments to CHRB regarding this subindicator on its: audit scorecard, compliance monitoring system responsible sourcing practices, factory performance, work carried out in collaboration with FLA on fair compensation [including extensive employee survey, in 2016], Human Rights Policy. However, this</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>subindicator looks for evidence of how the Company has responded, in terms of communication, to specific concerns raised in relation to a particular issue. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes challenges to effective comms and how it is working to address them: As above [Human Rights and Responsible Sourcing_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

### C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Grievance mechanism accessible to all workers: The Company states in its Global Human Rights Policy that ‘If anyone believes that a conflict arises between the language of this policy and the laws, customs or practices of the place where they work, if they have questions about this policy, or would like to report a potential violation of this policy, they are encouraged and expected to raise those questions and concerns confidentially or otherwise to local management, human resources, the law department, a Code of Conduct Ambassador or through the toll-free resource line in their country. They may also report a concern to <a href="https://hbiresource.com">hbiresource.com</a>’. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Grievance mechanism available in appropriate languages and workers made aware: The Code of Conduct states that ‘When you contact the Resource Line You can speak to someone in your local language, and you may remain anonymous where allowed by local law.’ The Global Ethics and Compliance website states that its ‘Global Ethics and Compliance program offers videos, e-learning modules and live training to all our associates. We also have Code of Conduct Officers in every country that we operate in over 30. [...] They are advocates for fairness, serving as trainers and resource providers for the program’. The webpage section Driving Ethics in a Global Organization adds: ‘Our Global Ethics and Compliance program and our Global Code of Conduct guide our culture of integrity, and we continuously reinforce the importance of individual behaviors throughout our operations. The webpage section Driving Ethics in a Global Organization indicates: ‘To drive this culture and ensure it’s embedded in how we think and act, each year we bring employees together in more than 30 countries to participate in our Global Ethics and Compliance (GEC) Week. Programming is provided in 10 languages, and includes games, posters, videos and live presentation materials to actively engage employees in awareness of the law, our Global Code of Conduct and our policies’. The Code of Conduct contains information on its Speaking Up system.</li> </ul> <p>[Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Driving Ethics in a Global Organization_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</p> <ul style="list-style-type: none"> <li>• Met: Describes how workers in supply chain access grievance mechanism: The Company states that ‘Our Global Human Rights Policy applies to all of our associates and owned operations, as well as to our third-party suppliers and their employees via contract’. The Policy contains grievance mechanisms as described above. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Expects suppliers to convey expectation to their suppliers: The Global Standards for Suppliers Guidelines contains information on the Company’s contact information. The Company has provided comments to CHRB regarding this subindicator on how it deals with confidential information. It also indicates it is a FLA member and it has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. This subindicator looks for evidence that the Company expects suppliers to convey the same expectation on access to grievance mechanism to their own suppliers [either through the business partners’ own mechanism to raise complaints or the Company expects its business partners to require their suppliers to establish a mechanism for their workers to raise such complaints or concerns]. No further evidence found. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.2	Grievance mechanism(s) for external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Grievance mechanism accessible to all external individuals and communities: The Company states in its Global Human Rights Policy that ‘If anyone believes that a conflict arises between the language of this policy and the laws, customs or practices of the place where they work, if they have questions about this policy, or would like to report a potential violation of this policy, they are encouraged and expected to raise those questions and concerns confidentially or otherwise to local management, human resources, the law department, a Code of Conduct Ambassador or through the toll-free resource line in their country. They may also report a concern to <a href="http://hbiresourceline.com">hbiresourceline.com</a>’. [Human Rights Policy, 06/2023: <a href="http://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: Regarding its Speaking Up system, the Code of Conduct indicates: ‘You can speak to someone in your local language’. However, it is not clear how the Company ensures all affected external stakeholders at its own operations are made aware of it. The Company has provided comments to CHRB regarding this subindicator indicating it is a FLA member and it has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Code of Conduct, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="http://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes how external individuals/communities access grievance mechanism: The Company states in its Global Human Rights Policy that ‘If anyone believes that a conflict arises between the language of this policy and the laws, customs or practices of the place where they work, if they have questions about this policy, or would like to report a potential violation of this policy, they are encouraged and expected to raise those questions and concerns confidentially or otherwise to local management, human resources, the law department, a Code of Conduct Ambassador or through the toll-free resource line in their country. They may also report a concern to <a href="http://hbiresourceline.com">hbiresourceline.com</a>’. However, it is not clear that external individuals and communities have access to it, in order to raise Complaints or concerns about human rights issues at the Company’s suppliers (or to the Company’s own mechanism to report in relation to business partners’ behaviour). The Company has provided comments to CHRB regarding this subindicator indicating it is a FLA member as well as how to use the Resource Line and it has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. No further evidence found. [Code of Conduct, N/A: <a href="http://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="http://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Expects supplier to convey expectation to their suppliers: The Company has provided comments to CHRB regarding this subindicator indicating it is a FLA member as well as how to use the Resource Line and it has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. It is not clear the Company expects suppliers to convey expectations [to have a channel from which external individuals and communities can access to raise Complaints or concerns about human rights issues at the Company’s suppliers] on access to grievance mechanism(s) to their suppliers. [FLA Reaccreditation Report, 2019: <a href="http://hbisustains.com">hbisustains.com</a>]</li> </ul>
C.3	Users are involved in the design and performance of the mechanism(s)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describes how users engaged on design and performance: The webpage section Global Ethics and Compliance indicates: ‘It is important that we gauge the effectiveness of our GEC [Global Ethics and Compliance] program to ensure that it is both instilling our values and enabling our employee base to come forward confident in the process if they need to raise a question or concern’. The webpage section Our Ethics Program further explains: ‘To extract those insights and measure the key drivers of our ethics program and associate engagement, HanesBrands conducts an anonymous pulse survey every two years, sent to nearly 7,600 of our employees around the world. The survey results are benchmarked against data from hundreds of other global companies that is captured by Navex Global, the company that manages employee hotlines for most of the Fortune 500. The results are shared with our senior management teams and board of directors. The survey</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>consists of 15 questions. In our two most recent surveys, HanesBrands exceeded (often by significant margins) the Navex benchmarks on all 15, showing that our GEC program is performing extremely well versus other benchmarked companies'. The Company then discloses a chart which tracks how HanesBrands performed versus the Navex benchmarks in six surveyed areas in 2018, 2020 and 2022. The Company has provided comments to CHRB regarding this subindicator where it further explains its Speaking Up mechanism as well as how to use the Resource Line. [Global Ethics and Compliance_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Our Ethics Program: Our Associates Believe in It_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes how users engaged on improvement of mechanism: See above. Although it has a system that periodically measures the effectiveness of the GEC [Global Ethics and Compliance], this subindicator looks for a description of how it engages with potential or actual users (or individuals or organisations acting on their behalf) specifically on the improvement of the mechanism. No further evidence found. [Global Ethics and Compliance_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Our Ethics Program: Our Associates Believe in It_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Provides user engagement examples (at least two) on improvement: See above. The Company has also provided additional comments to CHRB regarding this subindicator where it provides further information on its grievance mechanisms. However, this subindicator looks for at least two examples of engagement with potential or actual users on the improvement of the grievance mechanism. No further evidence found. [Global Ethics and Compliance_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Code of Conduct: See Something. Say Something_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes procedure and timescales for managing complaints or concerns: The Human Rights Policy states that 'We are committed to investigating, addressing and responding to any such issues raised and to taking appropriate corrective action in response to any violation of this policy'. The Company has provided comments to CHRB regarding this subindicator disclosing information on what to do when there is a question about the Code of Conduct; how to use the resource line; how to use the resource line in case your country is not listed. It also makes reference to the Global Standards for Suppliers Guidelines. However, no details found in relation to timescales for addressing complaints and process for informing complainant. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes technical, financial, advisory support to enable equal access: See above. The Code of Conduct adds: 'The Resource Line is operated by a third-party service and is toll-free and available, 24 hours a day, seven days a week. When you contact the Resource Line: y You can speak to someone in your local language, and you may remain anonymous where allowed by local law. You will receive a tracking number to call back for an update or to provide more information. (Be sure to give enough information for a thorough investigation.)'. However, this subindicator looks for the technical, financial or advisory support available to complainants to enable equal access to and participation in the grievance process [it could be for instance, training, access to a fund, etc]. No further evidence found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe types of outcome to complainant through use of mechanism: The Company has provided comments to CHRB regarding this subindicator including: the disclosure of data on its Global Ethics and Compliance (GEC) program survey; explanation on its Speaking Up system; guidance on what to do when there is a question about the Code of Conduct and how to use the resource line as well as how to use it in case your country is not listed. It also makes reference to the Global Standards for Suppliers Guidelines. However, this subindicator looks for an explanation of the type of outcome to the complainant through use of the grievance mechanisms. No further evidence found. [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Our Ethics Program: Our Associates Believe in It_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Describes escalation to senior levels / independent adjudicators: The Code of Conduct indicates: 'If you have questions about anything you see in the Code or our policies, or if you find yourself in a challenging situation, speak up right away. Talk to your manager or any of the resources listed in the Code, and together we will do what's right for HBI and everyone we serve. [...] For local regulatory reasons, associates based in certain European Union countries may report only accounting, internal accounting controls, auditing matters, bribery and conflicts of interest, banking and financial crimes issues through the Resource Line. Other matters in these countries may be reported through local management, local human resources or the local Code of Conduct Officer. [...] Your manager is most likely to understand your concern and take appropriate action, but if you feel you cannot speak with your manager, or you have already reported a concern that you feel is not being addressed properly, you may also contact: Another, more senior member of management. Human resources, the law department or a Code of Conduct Officer'. However, this subindicator looks for a description of how complaints or concerns may be escalated to more senior levels or independent third-party adjudicators or mediators to challenge the process or outcome at the complainant's discretion. It must include all external individuals and communities. [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
C.5	Prohibition of retaliation for raising complaints or concerns	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public statement prohibiting retaliation against workers/stakeholders: The Code of Conduct indicates: 'No matter how misconduct is reported or what it involves, we will not tolerate retaliation against anyone who makes a good faith report'. The Human Rights Policy states: 'No reprisal or retaliatory action will be taken against anyone or tolerated for raising such concerns'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Describes practical measures to prevent retaliation: The Code of Conduct states that 'We take all claims of retaliation seriously, investigating them and, if substantiated, taking appropriate disciplinary action, which could include termination of those involved. If you see or experience retaliation, contact any of the resources listed in this Code'. The webpage section Global Code of Conduct: See Something - Say Something adds: 'We also maintain strong policies forbidding retaliation against associates who come forward in good faith. We provide anti-retaliation training across our global operations and have terminated associates for retaliating against reporters even when the underlying complaint was not substantiated'. [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Code of Conduct: See Something. Say Something_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Specifies no legal action, firing or violence: As indicated above, the Company prohibits retaliation: 'We take all claims of retaliation seriously, investigating them and, if substantiated, taking appropriate disciplinary action, which could include termination of those involved. If you see or experience retaliation, contact any of the resources listed in this Code'. The Human Rights Policy adds: 'HanesBrands' commitment is to treat everyone fairly and to maintain a work environment free of bias and retaliation, regardless of whether the work environment is a professional office, a production facility or a work-related activity taking place outside the usual workplace. [...] No reprisal or retaliatory action will be taken against anyone or tolerated for raising such concerns'. However, no further evidence found explicitly indicating that it will not retaliate against workers and stakeholders through neither legal action, nor firing nor violence/harassment. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: Regarding confidential employee interviews, the Global Standards for Suppliers Guidelines indicates: 'Management must not retaliate against interviewed employees. Doing so is a Zero Tolerance Violation'. Also, the Company has zero tolerance to 'Retaliation against [supplier] workers that participate in the GSS assessment process'. The Human Rights Policy notes: 'HanesBrands' commitment is to treat everyone fairly and to maintain a work environment free of bias and retaliation, regardless of whether the work environment is a professional office, a production facility or a work-related activity taking place outside the usual workplace. We expect the same commitment from our suppliers and continually audit them to ensure compliance'. Moreover, 'We, have not and will not, nor will our suppliers, [...] retaliate in any way against anyone raising concerns'. However, it is not clear this prohibition of retaliation also covers individual stakeholders and communities at supplier level, as it is not clear the mechanism is open to them.</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			[Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a> ] & [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a> ]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Complainants not asked to waive legal rights: The Human Rights Policy indicates: ‘We, have not and will not, nor will our suppliers, require anyone to waive legal rights as a condition of participating in our grievance processes’. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Does not require confidentiality provisions: The Company has provided comments to CHRB regarding this subindicator, however, no evidence found that it does not require confidentiality provisions (e.g., non-disclosure agreements) with respect to human rights grievances. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Cooperates with state based non judicial mechanisms: As indicated above, the Human Rights Policy indicates: ‘We have not and will not impede, and will cooperate as appropriate and legally required, with state-based judicial or non-judicial actions in favor of persons making allegations of adverse human rights actions’. However, although it indicates it commits to collaborate with a judicial or non-judicial systems, no description found of the process by which it cooperates with state-based non-judicial grievance mechanism on complaints brought against it. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes approach taken to remedy adverse HRs impacts: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes how remedy would be provided if no adverse impact identified: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes changes to systems, processes and practices to prevent future impacts: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes approach to monitoring/implementing agreed remedy: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes approach to learning from incidents if no adverse impacts identified: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Example of how lessons from mechanism improved HRs management system: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes process to evaluate mechanism and changes made as a result: The Company has provided additional evidence, however, it comes from a</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbsustains.com">hbsustains.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Describes procedures to address delays of outcomes agreed with stakeholders: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbsustains.com">hbsustains.com</a>]</li> </ul>

### D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.a	Living wage (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Pays living wage or sets time-bound target: The webpage section Fair Compensation: A Living Wage and More indicates: ‘HanesBrands provides our production associates a living wage which we define as compensation (wages, bonuses and in-kind benefits, excluding overtime) sufficient to enable associates/workers to at least meet basic needs and have some discretionary income. “Basic needs” is defined as the minimum necessary to have access to appropriate resources, including food, safe drinking water, clothing, shelter, energy, transportation, education, sanitation facilities and healthcare services. We recognize that associate/workers’ compensation should be sufficient to afford a decent standard of living for the worker and her or his family. Living wage is a family concept and, as part of the overall analysis, encompasses the concept of multiple wage earners in a household. HanesBrands has been a fully accredited member of the Fair Labor Association (FLA) for over 10 years. [...] Since 2016, HanesBrands has also conducted extensive employee survey work and research in its owned facilities across the globe (including the Dominican Republic, Honduras, El Salvador and Vietnam) to understand whether our employees are earning a living wage. The research was conducted by two very experienced independent labor economists (Dr. Craig Richardson and Dr. Zagros Madjid-Sadjadi) who concluded that Hanes employees receive wages and benefits that far exceed a living wage. They found that HanesBrands’ employees in all four countries are accumulating significant durable assets, savings and are spending money on purely discretionary items – all key indicators of a living wage and of a household’s ability to meet the basic needs of the family and more’. [Fair Compensation_web, N/A: <a href="https://hbsustains.com">hbsustains.com</a>]</li> <li>• Not Met: Describes how living wage determined: See above. However, it is not clear the process to determine a living wage for the regions where it operates includes involvement of relevant trade unions [or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law]. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Fair Compensation_web, N/A: <a href="https://hbsustains.com">hbsustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbsustains.com">hbsustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Achieved paying a living wage: See above. The Company indicates it has achieved paying living wages to its associates (workers). [Fair Compensation_web, N/A: <a href="https://hbsustains.com">hbsustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Reviews definition living wage with unions: See above. The webpage section Fair Compensation: A Living Wage and More indicates: ‘HanesBrands will continue to work with the FLA to develop a roadmap aligned with the FLA’s fair wage strategy. We will also conduct further wage analysis using available FLA fair wage tools across our supply base and continue the work begun by Doctors Richardson and Madjd-Sadjadi. We plan to engage Doctors Richardson and Madjd-Sadjadi to conduct survey work in at least one additional owned facility in each of the Dominican Republic, Honduras, El Salvador and Vietnam. We are also working closely with our suppliers to continue to expand our open cost modelling process to include wages as itemized costs in purchasing prices. In addition to HanesBrands’ Global Standards for Suppliers, we also remain committed to: Working with suppliers on sourcing, planning and manufacturing capacity practices that support fair treatment of workers; Providing suppliers with plans and forecasts on a regular basis so that facilities can plan their capacity accordingly; Adjusting timelines and delivery dates if excessive hours of work will be necessary to complete the purchase order; Defining lead times through the time and action calendar to ensure adequate lead times are provided. We have and will continue to report publicly on our work on this important issue’. However, it is not clear it regularly reviews its definition of the living wage including with relevant trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Fair Compensation_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.1.b	Living wage (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Requirements on living wage in supplier codes and contracts: The supplier code indicates that ‘Suppliers will comply with applicable compensation laws and regulations, including those relating to minimum wages, overtime premiums, allowances and benefits. Suppliers shall pay at least the legally required compensation or the prevailing industry compensation, whichever is higher. [...] HanesBrands further recognizes that total compensation (wages, plus bonuses and in-kind benefits, excluding overtime) should enable workers to meet basic needs and have some discretionary income. We encourage suppliers to provide such level of fair compensation. Where this goal is not met, suppliers shall work with us to take appropriate actions that seek to progressively realize a level of compensation that does’. The webpage section Fair Compensation: A Living Wage and More indicates: ‘As part of our commitment to continue to advance the principle of a living wage, and through our active participation in the FLA, HanesBrands has publicly released a revised version of our Global Standards for Suppliers which includes an updated compensation provision that is fully aligned with the FLA code. We are committed to all elements of our Global Standards for Suppliers – including its compensation/living wage provision’. However, no evidence found of a timebound target for requiring its suppliers to pay all workers a living wage [including a reference to family and/or dependents] or that the Company includes requirements to pay workers a living wage in its contractual arrangements with its suppliers or its supplier code of conduct. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Fair Compensation_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Met: Describes work with suppliers on living wage: The webpage section Fair Compensation: A Living Wage and More indicates: 'HanesBrands has conducted living wage benchmark studies using the FLA tools and its wage ladders. These studies were conducted at 26 facilities in key sourcing regions including Bangladesh, China, Dominican Republic, El Salvador, Haiti, Honduras, Thailand and Vietnam, and included both our owned facilities and those of our third-party suppliers. This work indicated that we meet or exceed available GLWC benchmarks. [...] HanesBrands has been a fully accredited member of the Fair Labor Association (FLA) for over 10 years. [...] HanesBrands will continue to work with the FLA to develop a roadmap aligned with the FLA's fair wage strategy. We will also conduct further wage analysis using available FLA fair wage tools across our supply base and continue the work begun by Doctors Richardsoon and Madjd-Sadjadi. [...] We are also working closely with our suppliers to continue to expand our open cost modelling process to include wages as itemized costs in purchasing prices'. [Fair Compensation_web, N/A: <a href="https://hbusustains.com">hbusustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of scope of payment below living wage in supply chain: See above. However, no evidence found of the number of people affected by (scope of) payment below living wages in its supply chain. [Fair Compensation_web, N/A: <a href="https://hbusustains.com">hbusustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> <li>• Not Met: Analysis of trends demonstrating progress: See above. No analysis of trends demonstrating progress found. [Fair Compensation_web, N/A: <a href="https://hbusustains.com">hbusustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> </ul>
D.2.2	Aligning purchasing decisions with human rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describes practices to avoid price or short notice requirements that undermine HRs: The webpage section Fair Compensation: A Living Wage and More indicates: 'we also remain committed to: Working with suppliers on sourcing, planning and manufacturing capacity practices that support fair treatment of workers; Providing suppliers with plans and forecasts on a regular basis so that facilities can plan their capacity accordingly; Adjusting timelines and delivery dates if excessive hours of work will be necessary to complete the purchase order; Defining lead times through the time and action calendar to ensure adequate lead times are provided. We have and will continue to report publicly on our work on this important issue'. [Fair Compensation_web, N/A: <a href="https://hbusustains.com">hbusustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> <li>• Not Met: Describes practices to pay suppliers in line with agreed timeframes: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. No description found of the practices it adopts to pay suppliers in line with agreed timeframe and for the amount agreed in the payment terms. [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> <li>• Not Met: Reviews own operations to mitigate negative impact of purchasing practices: The webpage section Fair Compensation: A Living Wage and More indicates: 'Adjusting timelines and delivery dates if excessive hours of work will be necessary to complete the purchase order; Defining lead times through the time and action calendar to ensure adequate lead times are provided'. However, no evidence found that the Company reviews its own operations to mitigate negative impacts of its purchasing practices in planning, merchandising and costing. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Fair Compensation_web, N/A: <a href="https://hbusustains.com">hbusustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1: See above.</li> <li>• Not Met: Example of assessing and changing of purchasing practices: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. No example found of how it assessed, addressed, and made changes to its purchasing practices to avoid undermining its human rights commitments. [FLA Reaccreditation Report, 2019: <a href="https://hbusustains.com">hbusustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.3	Mapping and disclosing the supply chain	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Identifies direct and indirect suppliers including manufacturing sites: The Company has listed up its owned factories (approx. 2/3 of total volume), key suppliers facilities (approx. 20% of total volume), and all other facilities (approx.. 10% of total volume). The lists contain information on factory name, vendor name, facility type, billing address, billing country, product type and number of employees. [Facility Location Map_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Supplier list (supplier facilities) 2023, 02/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Met: Discloses names and locations of significant parts of supply chain and how significance was defined: See above. The Company discloses supply chain composing 100% of its production volume. [Facility Location Map_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Supplier list (supplier facilities) 2023, 02/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>Not Met: Discloses direct or indirect suppliers involved in higher-risk activities: The Company has provided comments to CHRB regarding this subindicator, however, it is no clear which direct or indirect suppliers it considers to be involved in higher-risk. The Company is expected to provide a list with the name the suppliers they consider riskier. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Indicates it does not use child labour: The Human Rights policy states that 'Neither HanesBrands, nor its suppliers, will employ individuals in violation of the local mandatory school age or who have not reached legal employment age in the respective countries where they operate. Moreover, in no case will HanesBrands or its suppliers employ workers under the age of 15, except for child actors and models employed in advertising or media who are protected by applicable child labor requirements'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>Met: Age verification of recruited workers: The Global Standards For Suppliers - Assessment Protocol includes questions that verifies the age of workers recruited. The Global Standards For Suppliers also applies to 'All HBI owned facilities'. [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not Met: Remediation if child labour found in operations: The Global Standards for Suppliers Guidelines discloses a list of Critical Violations with 30 day Remediation Process, which includes 'Child labor (workers 15 or above but below legal age)'. The Global Standards For Suppliers - Assessment Protocol includes questions on child labour. However, it is not clear how it develops, participates in or contributes to programmes for transition from employment to education, enabling children to attend and remain in education, if and when child labour is found in its operations and how it improves working conditions for young workers where relevant. [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Requirements on child labour in supplier codes and contracts: The Global Standards for Suppliers indicates that 'Suppliers will not employ individuals in violation of the local mandatory school age or under the legal employment age in the country where they operate. Moreover, in no case will Suppliers employ workers under age 15, except for child actors and models employed in advertising or media who are protected by applicable child labor requirements'. The Global Standards For Suppliers - Assessment Protocol includes questions that verifies the age of workers recruited. The Global Standards for Suppliers Guidelines discloses a list of Critical Violations with 30 day Remediation Process, which includes 'Child labor (workers 15 or above but below legal age)'. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Describes work with suppliers on eliminating child labour: The Company has provided comments to CHRB regarding this subindicator including: information of its Global Standards for Suppliers Guidelines and the Code of Conduct. It has also provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. No details found in relation to proactive work carried out by the Company to improve performance of suppliers in relation to child labour and to improve working conditions for young workers in its supply chain. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of scope of child labour in supply chain</li> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this subindicator disclosing data on factory performance. However, no analysis of trends demonstrating progress found. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Job seekers/workers do not pay recruitment fee: The Human rights policy indicates: 'We further commit to work with our global supply chain to create conditions so that: No workers pay for their job. If this occurs, they must receive a timely refund of fees and costs paid'. The policy applies to all of our employees and owned operations, as well as to our third-party suppliers and their employees'. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Commitment to fully reimburse recruitment fees paid: As above. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Describes implementation and monitoring in own operations, incl. service providers: The Global Standards for Suppliers Performance discloses a list of Serious Violations with 60-90 day Remediation Process, including: 'Migrant workers paying recruitment fees'. It is verified by the audits, as indicated in the Global Standards For Suppliers - Assessment Protocol includes a question on migrant workers: 'Question: Does the employer pay all recruitment fees and costs of both the sending and destination country, such as transportation costs, recruitment agency and other recruitment related fees?'. These standards of performance also applies to Company owned facilities. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Requirements on debt/fees in supplier codes and contracts: The Human Rights Policy indicates: 'We further commit to work with our global supply chain to create conditions so that: No workers pay for their job. If this occurs, they must receive a timely refund of fees and costs paid'. The Global Standards for Suppliers Performance discloses a list of Serious Violations with 60-90 day Remediation Process, including: 'Migrant workers paying recruitment fees'. It is verified by the audits, as indicated in the Global Standards For Suppliers - Assessment Protocol includes a question on migrant workers: 'Question: Does the employer pay all recruitment fees and costs of both the sending and destination country, such as transportation costs, recruitment agency and other recruitment related fees?'. However, it is not clear it included a prohibition on any third-party recruitment intermediaries from imposing financial burdens on job seekers and workers by collecting recruitment fees or related costs. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes work with suppliers on debt/fees for job seekers/workers: See above. However, it is not clear how it proactively works with suppliers to eliminate recruitment fees and related costs, including by ensuring full reimbursement to workers where relevant. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment scope of payment of recruitment fees in supply chain</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this subindicator disclosing data on factory performance. However, no analysis of trends demonstrating progress found. [Global Standards for Suppliers Performance, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Pays workers regularly, in full and on time: The Global Standards for Suppliers indicates: ‘Suppliers will comply with applicable compensation laws and regulations, including those relating to minimum wages, overtime premiums, allowances and benefits. Suppliers shall pay at least the legally required compensation or the prevailing industry compensation, whichever is higher. HanesBrands recognizes that everyone who works has the right to fair compensation’. The Global Standards For Suppliers Guidelines discloses a list of Critical Violations with 30 day Remediation Process, including: ‘Payroll delayed on 2 or more consecutive payment periods’. It has another list with Serious Violations with 60-90 day Remediation Process, which covers: ‘Paying below the legal minimum wage’. The Global Standards For Suppliers - Assessment Protocol [audits scorecard] includes questions on Compensations Benefits: ‘Are employees paid in a timely manner as required by law? [...] Does the facility prohibit financial penalties for rules/policies violations?’. The Global Standards For Suppliers also applies to ‘All HBI owned facilities’. However, although it verifies payment in a timely manner, no evidence found that it pays workers in full [or that it verifies it]. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Payslip workers shows wages and legitimate deductions: See above. The Global Standards For Suppliers - Assessment Protocol [audits scorecard] also includes questions such as: ‘Is there any evidence of misleading recordkeeping ("double-book") for wages, benefits, production and time records?’. The Global Standards For Suppliers also applies to ‘All HBI owned facilities’. However, it is not clear all workers receive a payslip with their wages explaining any legitimate deductions. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes implementation and monitoring in own operations, incl. service providers: See above. The Company discloses its audit scorecards, which contains the questions mentioned above. However, it is not clear how it implements and monitors this practice [ensuring workers are paid regularly, in full and on time and that all workers receive a payslip] in its own operations, particularly with employment agencies/labour brokers/recruitment intermediaries. [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Requirements on paying in full and on time in supplier codes and contracts: The Global Standards for Suppliers indicates: ‘Suppliers will comply with applicable compensation laws and regulations, including those relating to minimum wages, overtime premiums, allowances and benefits. Suppliers shall pay at least the legally required compensation or the prevailing industry compensation, whichever is higher. HanesBrands recognizes that everyone who works has the right to fair compensation’. The Global Standards For Suppliers Guidelines discloses a list of Critical Violations with 30 day Remediation Process, including: ‘Payroll delayed on 2 or more consecutive payment periods’. It has another list with Serious Violations with 60-90 day Remediation Process, which covers: ‘Paying below the legal minimum wage’. The Global Standards For Suppliers - Assessment Protocol [audits scorecard] includes questions on Compensations Benefits: ‘Are employees paid in a timely manner as required by law? [...] Does the facility pay the employees or legitimate contract agency directly? [...] Does the facility prohibit financial penalties for rules/policies violations?’. However, although it verifies payment in a timely manner, no evidence found that it pays workers pay full [or that it verifies it]. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Describes work with suppliers on paying workers regularly, in full and on time: See above. However, the Company is expected to describe how it proactively works with its supply chain to pay workers regularly, in full and on time, rather than how it monitors compliance. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment scope of failure to pay workers in full and on time in supply chain: See above. However, no assessment of the number of people affected by (scope of) the failure to pay directly, in full and on time in its supply chain found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Does not retain documents or restrict movement of workers: The Global Standards For Suppliers Guidelines discloses a list of Critical Violations with 30 day Remediation Process, including: 'Retention of travel or identity documents'. The Human Rights Policy indicates: 'We further commit to work with our global supply chain to create conditions so that: [...] Workers have control of their travel documents and have full freedom of movement'. The Global Standards For Suppliers - Assessment Protocol [audits scorecard] includes questions to verify Facility Tour: 'Are employees free to move within the facility other than for legitimate security and /or safety reasons? [...] Is the function of security guards or any other employee who performs these tasks, exclusively to carry out legitimate security functions and not to impede employee movement from the facility? The Global Standards For Suppliers also applies to 'All HBI owned facilities'. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes implementation and monitoring in own operations, incl. service providers: See above. The Company discloses its audit scorecards, which contains the questions mentioned above. However, it is not clear how it implements and checks the practice of not imposing restrictions on workers in its operations, particularly with employment agencies/labour brokers/recruitment intermediaries. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Requirements on free movement in supplier codes and contracts: The Human Rights Policy indicates: 'We further commit to work with our global supply chain to create conditions so that: [...] Workers have control of their travel documents and have full freedom of movement'. The Global Standards For Suppliers - Assessment Protocol [audits scorecard] includes questions to verify Facility Tour: 'Are employees free to move within the facility other than for legitimate security and /or safety reasons? [...] Is the function of security guards or any other employee who performs these tasks, exclusively to carry out legitimate security functions and not to impede employee movement from the facility?'. The Global Standards For Suppliers Guidelines discloses a list of Critical Violations with 30 day Remediation Process, including: 'Retention of travel or identity documents'. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Describes working with suppliers on free movement of workers: See above. However, the Company is expected to describe how it proactively works with suppliers to eliminate retention of worker’s documents or other actions to physically restrict movement, beyond its work to monitor it. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] Score 2</li> <li>• Not Met: Assessment of scope of restriction of movement in supply chain: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Commits to measures prohibiting interference with trade unions: The Human Rights Policy states: ‘HanesBrands respects the rights of our associates, and those of our suppliers, to join, form (or not join or form) a labor union. We protect the free exercise of those rights without fear of intimidation, harassment or reprisal of any kind. Where associates are represented by a union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining collectively in good faith with them’. The Global Standards for Suppliers Guidelines indicates: ‘Suppliers will recognize and respect the right of employees to exercise their right of freedom association. Similarly, Suppliers will recognize and respect the rights of their employees to choose or not choose collective bargaining’. The Global Standards For Suppliers - Assessment Protocol includes questions to verify freedom of association: ‘Has the facility fired suspended disciplined or terminated employees for exercising their rights to freedom of association?’. However, no information found on measures put in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law) beyond compliance monitoring. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses % total workforce covered by CB agreements: The Company reports that ‘As of December 31, 2022, five employees in the United States were covered by collective bargaining agreements. A significant portion of our employees based in foreign countries are represented by works councils or unions or are subject to trade-sponsored or governmental agreements.’ However, no evidence found on the proportion of total direct workers covered by collective bargaining agreements. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Annual Report 2022, 31/12/2022: <a href="https://ir.hanesbrands.com">ir.hanesbrands.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>] Score 2</li> <li>• Not Met: Meets both requirements under score 1</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Requirements on FoA/CB in suppliers codes and contracts: The Global Standards for Suppliers indicates that ‘Suppliers will recognize and respect the right of employees to exercise their right of freedom association. Similarly, Suppliers will recognize and respect the rights of their employees to choose or not choose collective bargaining’. The Human Rights Policy states: ‘HanesBrands respects the rights of our associates, and those of our suppliers, to join, form (or not join or form) a labor union. We protect the free exercise of those rights without fear of intimidation, harassment or reprisal of any kind. Where associates are represented by a union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining collectively in good faith with them. [...] Our Global Human Rights Policy applies to all of our associates and owned operations, as well as to our third-party suppliers and their employees via contract’. The Global Standards for Suppliers Guidelines indicates: ‘Suppliers will recognize and respect the right of employees to exercise their right of freedom association. Similarly, Suppliers will recognize and respect the rights of their employees to choose or not choose collective bargaining’. [Global Standards for Suppliers, 2022: <a href="https://www.hbisustains.com">hbisustains.com</a>] &amp; [Human Rights Policy, 06/2023: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes work with suppliers on FoA/CB: See above. However, no description found of how it proactively works to support the practices of its suppliers in relation to freedom of association and collective bargaining. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Guidelines, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>] &amp; [FLA Reaccreditation Report, 2019: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of scope of restriction of FoA/CB in supply chain: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes process to identify H&amp;S risks and impacts: The 2022 Annual Report states that ‘We have created and implemented processes and training programs to maintain safe and healthy work environments in our offices, manufacturing facilities, distribution centers and retail stores, and we review and monitor our performance closely’. The Global Environmental Health and Safety Manual indicates: ‘HBI has multiple methods of identifying health and safety hazards, determining associated risks and implementing controls for unacceptable risks. Each facility manager and/or EHS leader, working with the facility’s EHS steering committee, is responsible for the overall process of identifying environmental aspects and impacts and health and safety hazards, as well as evaluating the significance of environmental aspects and impacts. Additional guidance may be provided from the global sustainability steering committee or other key corporate associates’. However, no further details on the process to identify its health and safety risks and impacts found. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Annual Report 2022, 31/12/2022: <a href="https://www.ir.hanesbrands.com">ir.hanesbrands.com</a>] &amp; [Global Environmental Health and Safety Manual, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> <li>• Met: Discloses injury rate or lost days for own workers in last reporting period: The Company’s discloses its incident rate [2022] for different Company areas: Cut and sew apparel manufacturing (0.07); apparel knitting mills (0.28); general warehousing and storage (1.82); clothing stores (0.22); commercial screening printing (1.11). [Safety Data_web, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses fatalities for own workers in last reporting period: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://www.hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Discloses occupational disease rate for own workers in last reporting period: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>Score 2</li> <li>• Not Met: Sets targets for H&amp;S performance: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Met targets or explains why not or how improve H&amp;S management systems: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> <li>• Met: Requirements on H&amp;S in supplier codes and contracts: The Global Standards for Suppliers states that 'Suppliers will operate a safe and healthy work environment for their employees. Suppliers must be committed to eliminating unsafe acts and conditions, thereby preventing harm to their workers, customers and the general public. Where applicable, this also applies to housing and eating facilities'. The Global Standards for Suppliers Guidelines indicates: 'Suppliers will operate a safe and healthy work environment for their employees. Suppliers must be committed to eliminating unsafe acts and conditions, thereby preventing harm to their workers, customers and the general public'. The Global Standards For Suppliers - Assessment Protocol includes a wide range of questions to verify health and safety compliance. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses injury rate or lost days in supply chain in last reporting period: The Company's discloses its incident rate for their owned operations, however, no quantitative information found on health and safety for workers at suppliers related to injury rates or lost days (or near miss frequency rate) for the last reporting period. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses fatalities for workers in supply chain in last reporting period: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Discloses occupational disease rate in supply chain in last reporting period: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>Score 2</li> <li>• Not Met: Describes work with suppliers of H&amp;S: The Global Environmental Health and Safety Manual indicates: 'HBI has multiple methods of identifying health and safety hazards, determining associated risks and implementing controls for unacceptable risks. Each facility manager and/or EHS leader, working with the facility's EHS steering committee, is responsible for the overall process of identifying environmental aspects and impacts and health and safety hazards, as well as evaluating the significance of environmental aspects and impacts. Additional guidance may be provided from the global sustainability steering committee or other key corporate associates'. It has provided additional comments referring to the webpage section Safety Data and how it audits its suppliers. However, it is not clear how it proactively works with its supply chain to improve their practices in relation to health and safety, beyond auditing. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Environmental Health and Safety Manual, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Assessment of scope of H&amp;S issues in supply chain: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this subindicator, however, no material evidence found. [Safety Data_web, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.8.a	Women's rights (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes processes to stop harassment and violence against women: The Code of Conduct indicates: 'At HBI, we do not tolerate any kind of harassment, including: Inappropriate remarks, gestures or physical contact. Displaying inappropriate pictures or other inappropriate material. Sexual, racial or other offensive jokes, comments or emails [...] If you believe you have experienced or witnessed a colleague, supervisor or supplier/vendor engaging in harassing conduct, you should report it'. The Code also explains what sexual harassment is'. The Human Rights Policy states: 'HanesBrands respects human rights, and we are committed to the rights of women [...]. HanesBrands has a longstanding commitment to equal employment opportunity for all associates and applicants. Our policy is to prohibit any discrimination based on [...] gender (including gender identity or expression), [...] any other factor protected by law. Harassment based on these factors, including sexual harassment, is not tolerated. Associates and applicants are treated solely on the basis of their job-related qualifications, ability, performance and legitimate business needs. All are to receive equal pay for work of equal value'. The Global Standards for Suppliers Guidelines notes: 'Suppliers will not subject employees to physical, verbal, sexual, or psychological harassment, nor use corporal or physical punishment to discipline employees'. The Global Standards For Suppliers also applies to 'All HBI owned facilities'. Although the Company has anti-harassment provisions, no description found of processes in place to prohibit harassment, intimidation and violence specifically against women. [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Working conditions take into account gender issues: See above. However, no description found of how it takes into account differential impacts on women and men of working conditions, including to reproductive health. [Code of Conduct, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Measures and steps to address gender pay gap at all levels of employment</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Analysis of trends demonstrating progress closing gender pay gap</li> </ul>
D.2.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Requirements on women's rights in contracts/codes with suppliers: The Human Rights Policy states: 'HanesBrands respects human rights, and we are committed to the rights of women [...]. HanesBrands has a longstanding commitment to equal employment opportunity for all associates and applicants. Our policy is to prohibit any discrimination based on [...] gender (including gender identity or expression), [...] any other factor protected by law. Harassment based on these factors, including sexual harassment, is not tolerated. Associates and applicants are treated solely on the basis of their job-related qualifications, ability, performance and legitimate business needs. All are to receive equal pay for work of equal value. HanesBrands' commitment is to treat everyone fairly and to maintain a work environment free of bias and retaliation, regardless of whether the work environment is a professional office, a production facility or a work-related activity taking place outside the usual workplace. We expect the same commitment from our suppliers and continually audit them to ensure compliance'. The Global Standards for Suppliers Guidelines notes: 'Suppliers will not subject employees to physical, verbal, sexual, or psychological harassment, nor use corporal or physical punishment to discipline employees'. The Global Standards For Suppliers - Assessment Protocol includes questions to verify Employment Practices/Harassment or Abuse. However, it is not clear the Company requires suppliers to introduce measures to ensure equal opportunities throughout all levels of employment and to eliminate health and safety concerns that are particularly prevalent among women workers in its contractual arrangements with suppliers or supplier code of conduct. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes work with suppliers on women's rights: See above. However, it is not clear how it is proactively working with suppliers in order to improve working conditions for women workers in the supply chain, rather than to monitor compliance. [Human Rights Policy, 06/2023: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of scope of unsafe working conditions/discrimination against women in supply chain</li> <li>• Not Met: Analysis of trends demonstrating progress</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.9.a	Working hours (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Respects HRs regarding working hours/breaks/rest: The Global Standards for Suppliers indicates: ‘Suppliers will comply with all applicable laws and regulations regarding working hours. Other than in exceptional circumstances, workers must not work over the legal limits or over 48 regular hours plus 12 overtime hours per week whichever is lower. Suppliers must allow workers at least 24 consecutive hours of rest following 6 consecutive working days’. The webpage section Human Rights and Responsible Sourcing indicates: ‘Our GSS applies to all facilities involved in the production of HanesBrands products anywhere in the world including our owned facilities’. The Global Standards for Suppliers Guidelines contains similar provisions. The Global Standards For Suppliers - Assessment Protocol includes questions to verify working hours. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Assesses ability of workers to comply with working hours commitments when allocating work: See above. The Global Standards For Suppliers - Assessment Protocol includes questions to verify working hours, in particular to check that: ‘Employees shall not work over the legal limits or over 48 regular hours plus 12 overtime hours per week’; ‘Employees shall be allowed a day off following six consecutive working days’; ‘All regular and overtime shall be properly recorded’. However, no evidence found that the Company assesses the ability of workers within its factories to comply with its commitments to respect working hours and minimum breaks and rest periods when allocating work or setting targets. [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes implementation and monitoring in own operations</li> </ul>
D.2.9.b	Working hours (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Requirements on working hours in codes/contracts with suppliers: The Company indicates in its Global Standards for Suppliers that ‘Suppliers will comply with all applicable laws and regulations regarding working hours. Other than in exceptional circumstances, workers must not work over the legal limits or over 48 regular hours plus 12 overtime hours per week whichever is lower. Suppliers must allow workers at least 24 consecutive hours of rest following 6 consecutive working days. Overtime shall not be requested on a regular basis and is voluntary.’ [Global Standards for Suppliers, 2022: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Describes work with suppliers on working hours: The Global Standards for Suppliers Guidelines indicates: ‘Suppliers will comply with all applicable laws and regulations regarding working hours. Other than in exceptional circumstances, workers must not work over the legal limits or over 48 regular hours plus 12 overtime hours per week whichever is lower. Suppliers must allow workers at least 24 consecutive hours of rest following 6 consecutive working days’. The Global Standards For Suppliers - Assessment Protocol includes questions to verify working hours. However, no description found of how it proactively works with suppliers to improve their practices in relation to working hours. No further evidence found in the webpage section Human Rights and Responsible Sourcing. The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [Global Standards for Suppliers Guidelines, N/A: <a href="https://hbisustains.com">hbisustains.com</a>] &amp; [Global Standards For Suppliers_Assessment Protocol, 03/2023: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assesment of scope of excessive working hours in supply chain: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> <li>• Not Met: Analysis of trends demonstrating progress: The Company has provided additional evidence, however, it comes from a source dated in 2019 (more than 3 years) and does not constitute a stand alone document from the Company describing its policies/systems, but an external entity evaluating the Company. [FLA Reaccreditation Report, 2019: <a href="https://hbisustains.com">hbisustains.com</a>]</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 20.77 out of 80 points scored in themes A-D has been applied to produce a score of 5.19 out of 20 points for theme E.

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