Our Global Code of Conduct

Excellence Every Day!
Welcome to our Global Code of Conduct

At HanesBrands, we are proud of our reputation for conducting business in an ethical and socially responsible way. Our Global Code of Conduct provides information about our responsibilities, and it has been redesigned to serve as a more useful resource as we strive for *Excellence Every Day*. This is our guide to doing the right thing in business, and it is a ‘must-read’ for all of us.

We believe that when faced with difficult choices, we should always do our best to make the right decisions. But, in our complex global business environments, it is important to know that we never need to ‘go it alone’. At HanesBrands, we can rely on one another and our culture of open communication. If you are ever unsure what to do, or are concerned that the Code is being broken, speak up and take action.

As we grow and face new challenges, remember that one thing that must never change is our commitment to doing the right thing. We **always obey the law**, we never bribe, we stand behind our products, we are transparent and honest with the public, we treat others the way we want to be treated, we uphold human rights, and we are committed to environmental responsibility. This is who we are, and it is why we are proud of HanesBrands and our success.

Please take the time to read the *Global Code of Conduct* completely. Should you have any questions, talk with your manager or contact any of the resources listed in the Code. Let’s ensure that we work hard, compete aggressively, but always do the right thing.
Our Responsibilities

“All of us have a role to play in protecting HanesBrands’ reputation.”
About the Code

Welcome to our Global Code of Conduct (“Code”).

We are proud of the reputation we have earned worldwide as an ethical and socially responsible company. Over the years, we have made significant progress across a range of corporate responsibility issues, but we recognize that there is always room for improvement. To maintain our high standards and to continue improving, we need to work hard and rely on one another to Do the Right Thing every day.

Making good choices is not always easy, especially in today’s complex global business environment, and especially with the myriad of countries and cultures in which we do business. For this reason, we have updated our Code to make it an even more valuable resource. Throughout the Code, you will find references to additional resources, as well as information to help you see how our actions help make a difference.

Though our Code is a great resource, it doesn’t cover every situation you may face. It’s important to use good judgment and to ask for help if you’re ever unsure about the right course of action.
Our Responsibilities

All of us have a role to play in protecting HanesBrands’ reputation; we are expected to meet the following responsibilities:

- **Always obey the law** and act in a professional, honest, and ethical manner. Not only is it the right thing to do, but it also helps maintain and protect our reputation.

- **Treat others with respect.**

- **Be familiar** with the information contained in this Code, as well as applicable laws and HanesBrands’ policies.

- **Cooperate** and tell the truth when responding to an investigation or audit.

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**IF YOU ARE IN A MANAGEMENT POSITION, YOU ARE EXPECTED TO MEET THE FOLLOWING ADDITIONAL RESPONSIBILITIES:**

- **Lead by example.** Be a role model for ethical leadership and be supportive of those who come to you with questions or raise ethical concerns:
  - Create an environment where everyone is comfortable speaking up.
  - Listen and respond to concerns when they are raised.
  - Make sure that no one who speaks up suffers retaliation.

- **Be consistent** when enforcing our standards and holding people accountable for their behavior at work.

- **Never ask** or pressure anyone to do something that you are prohibited from doing yourself.

- **If you supervise** third parties, make sure they understand their ethics and compliance obligations.
Making Good Decisions

When faced with a tough ethical decision, it may also help to look in the mirror and ask the questions below. If your answer is “no” to even one question, consider a different action or seek help.

Is it Legal?
If it’s not legal, don’t do it. It’s that simple.

What will others Think?
If you were explaining your actions to your manager, your parents or the news media, could you justify what you have done?
How about to the people affected by your actions?

Is it Right?
How does your conscience feel?
What would a trusted friend say?

Do the Right Thing!
Speaking Up

If you see or suspect anything illegal or unethical, it may seem easier to look the other way or let someone else take the lead—but misconduct affects all of us. Speak up. When you do speak up to ask a question or report questionable conduct, you are protecting yourself, your fellow employees, and the reputation of HanesBrands. Speaking up is the right thing to do. **Remember, an issue cannot be addressed unless it is brought to someone’s attention.**

In most cases, your manager should be your first point of contact. He or she is likely in the best position to understand your concern and take the appropriate action. But, if you’re uncomfortable speaking with your manager, or if you have already shared a concern and believe it’s not being addressed appropriately, you have other options:

- **Contact** another, more senior member of management.
- **Contact** human resources, the law department or a Code of Conduct Officer. For a list of all global Code of Conduct Officers, go to www.hbiresourcesline.com.
- **Contact** the corporate Global Ethics and Compliance Office directly by email at Ethics.Compliance@hanes.com.
- **Use our Resource Line**, either by phone or through our website:
  - For Toll-free Resource Line numbers go to page 43.
  - Website: www.hbiresourcesline.com.
Some countries have restrictions on the use of reporting systems such as our Resource Line. For example, some do not allow anonymous reports and others only allow reports pertaining to specific topics. Our Resource Line is designed so that it will only accept reports as permitted by relevant law.

The Resource Line is multilingual, toll-free and available, 24 hours a day, seven days a week. Calls and emails to the Resource Line are answered by a third-party service in your local language. You should provide enough specific information to enable a full and thorough investigation of the issue you are reporting.

The Resource Line operator forwards all reports to the Global Ethics and Compliance Office for investigation. When you call the Resource Line, you will receive a tracking number so that you can call back for an update or provide more information, if necessary. Please note, however, that for legal and privacy reasons we will not be able to tell you about individual disciplinary actions that may result from an investigation.

Regardless of the type of misconduct reported or the method of reporting, we will not tolerate retaliation against anyone who makes a report in good faith. Period!

We take claims of retaliation seriously. They will be investigated. If substantiated, those who retaliate may be disciplined up to and including termination. If you believe you have been retaliated against, you should contact any of the resources listed in this Code.

**DEFINITION**

Reporting “in good faith” means that you have reason to believe a violation of the Code occurred, or may have occurred, and that you are sincere in your attempt to provide honest and accurate information—even if the investigation determines there was no violation.
Anti-Corruption and Bribery

Corruption and bribery in all of their forms are completely contrary to our business standards. Always work honestly and with integrity. Never offer (or accept) a *bribe* to anyone, especially government officials—and remember, we’re not only responsible for our actions, but also for the actions of any third party who represents HanesBrands. Please refer to our Global Anti-Bribery Policy for more information.

The laws in some countries (including the United States) impose additional penalties for bribing government officials, but for us it’s simple: bribery—of anyone in the public or private sector, at any level—is always wrong. Don’t Do It! Period.

- **Do not** give or accept bribes or kickbacks, or accept or provide any other kind of improper payment.
- **Keep accurate** books and records so that payments can be honestly described and documented.
- **Be aware** of our anti-corruption and bribery standards when selecting third parties that provide services on our behalf. Be vigilant and monitor their behavior. Never "look the other way."
- **Be aware** that not reporting a bribe or other illegal activity may in itself be a violation of our Code.

A bribe can be something other than cash. A gift, a favor, even an offer of a loan or a job could be considered a bribe. Before offering anything of value, check our policies and ask questions about what’s okay (and what’s not).

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**DID YOU KNOW**

A *bribe* is anything of value that is given to influence the behavior of someone in government or the private sector in order to obtain a financial or commercial advantage.
Paying bribes can harm your reputation and HanesBrands’ and cost millions in fines and fees – but there’s even more at stake. Bribery and corruption can distort global commerce and even compromise product safety. Corruption has a disproportionate impact on developing economies, and the money from bribes and corruption often supports undemocratic regimes.

For all these reasons, we have a zero-tolerance policy on bribery and corruption. It’s not just the lawful thing to do, it’s the right thing to do. **Don’t Do It!**
Our Team

“We work best when we work together as a team, when we treat each other with respect, and value the unique contributions of others.”
Respect, Diversity, Harassment and Discrimination

HanesBrands is committed to equal employment opportunity and prohibits discrimination and harassment based on race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity, veteran status, marital status or any other characteristic protected by applicable law.

All employees are entitled to work in a respectful environment, free from any fear of harassment, discrimination or abuse. This includes actions that are offensive, threatening or discriminatory, as well as any form of sexual harassment and bullying.

We comply with all applicable employment, labor and immigration requirements, and we expect employees to embrace these standards.

We pride ourselves on being an innovative workplace leader that provides safe and rewarding jobs, competitive wages and benefits and unique opportunities for all employees. We strive to create a working environment that encourages collaboration, teamwork and free-flowing communication. Bottom line, our diversity is a core strength of HanesBrands and critical to our continued success.

We are proud to be a preferred employer worldwide in the communities where we operate. For more information, please visit HanesforGood.com.
• **Treat others** as you wish to be treated.

• **Keep an open mind** to new ideas and opinions, and listen to different points of view.

• **Take a clear stand** against offensive messages, comments, and inappropriate jokes. Such actions are inconsistent with our culture and undermine the team environment we’ve all worked so hard to create.

• **Understand** that inappropriate comments of a sexual nature or any other sexually offensive behavior will not be tolerated.

• **Never tolerate** intimidation, harassment or bullying of any kind.

• **Treat third parties** with whom we interact on behalf of HanesBrands with the same level of respect we offer our employees.

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**SEXUAL HARASSMENT**

One form of harassment is sexual harassment, which in general occurs when:

- **Actions** of a sexual nature that are unwelcome, are made a condition of employment, or used as the basis for employment decisions.

- **An intimidating**, offensive or hostile work environment is created by unwelcome sexual advances, insulting jokes or other offensive verbal or physical behavior of a sexual nature.

Our policy on harassment applies equally to individuals of the same or different sex. This policy is also intended to protect employees from harassment by business partners, customers or other third parties not employed by HanesBrands.
Harassment

All of the following can be instances of harassment and are not tolerated at HanesBrands:

• Inappropriate remarks, gestures or physical contact
• The display of inappropriate pictures or other inappropriate material
• Sexual, racial, religious or other comments (explicit or by innuendo) or emails
• Promising favorable treatment or threatening unfavorable treatment based on the employee’s response to sexual demands
• Use of mobile devices for an inappropriate purpose, such as transmission of inappropriate material or using them to take inappropriate photographs, and
• The display of inappropriate tattoos or graphics on clothing, jewelry, or bumper stickers/decals on cars parked in company parking areas.

For more detail, please refer to our:

Global No Harassment & Discrimination Policy
A Safe, Secure and Healthy Workplace

We look out for one another and go the extra mile to ensure that our co-workers, contractors and visitors are safe. SAFETY IS ALWAYS FIRST.

- **Know the emergency and security** procedures that apply where you work.
- **Be sure** that your performance is not impaired by alcohol or drugs, including prescriptions and over-the-counter medications, while on the job.
- **Employees** who are driving for HanesBrands business must never email, check the internet or text while driving. This is not acceptable under any circumstances.
- **If an unsafe condition** cannot be immediately fixed, promptly notify your manager, human resources or a Code of Conduct Officer.
- **All employees** have the right and responsibility to stop any work they feel may be unsafe.
- **Where required**, always display and swipe your personal identification badge when entering and exiting HanesBrands property. Do not allow others to enter without properly swiping their personal identification badges.

- **Help contractors** and others we work with to understand and follow our safety and security procedures.
- **If you are injured** on the job, report it to a manager immediately, no matter how minor. Never assume that someone else has made the report.

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**WORKPLACE VIOLENCE**

Violence of any kind has no place at HanesBrands. We will not tolerate:

- **Threatening** or intimidating others at any time, whether physically or verbally, for any reason.
- **Causing** injury to another.
- **Intentionally** damaging someone else’s property, or
- **Acts of vandalism**, arson, or other criminal activities.

We prohibit weapons on all HanesBrands properties unless specifically authorized by the Company. If you have concerns that someone may have a weapon on our property, report it immediately.
Our Reputation

“Consumers around the world purchase our products because they trust them. They trust their quality; they trust their value; and they trust that we will stand behind what we sell. We must preserve that trust.”
Product Safety and Quality

Each of us has a role to play to ensure that our consumers continue to have faith, not only in the quality of our products, but also in their safety. We must work to ensure that we are living up to our rigorous product safety and quality standards and that the products we sell meet all government requirements.

- Do your part to monitor the quality of our operations and our supply chain. Any concerns about product safety or quality must be immediately reported to your manager, the law department or a Code of Conduct Officer.
- Do your part to ensure that no product leaves our factory or warehouse as first quality unless it is.
Fair Dealing

Our suppliers and business partners make significant contributions to our success. To create an environment where they have an incentive to continue to work with us, they must be confident that they will be treated lawfully and ethically.

Our policy is to purchase supplies and select business partners based on need, quality, service, price, terms and other relevant conditions. We work with others who share similar values and our commitment to quality, ethics and compliance.

We never take unfair advantage of anyone through manipulation, concealment, misuse of confidential information, misrepresentation of facts or any other unfair dealing or practice.

We base our vendor relationships on the fundamental concepts of honesty, fairness, mutual respect and nondiscrimination.

- **Protect** the confidential and proprietary information of business partners.
- **Make** vendor-related decisions in the best interest of HanesBrands, not for any personal benefit or gain for you or a family member. We never bribe. We never accept bribes. Period!
- **Watch** for any signs that our business partners are violating our Global Standards for Suppliers or applicable laws and regulations, including local environmental, employment and safety laws.
Conflicts of Interest

DISCLOSING AND RESOLVING CONFLICTS

Each of us is expected to be proactive and whenever possible avoid situations that can lead to even the appearance of a conflict of interest. If you find yourself in a potential conflict of interest situation, talk with your manager, human resources, the law department or a Code of Conduct Officer. Depending on the circumstances, some conflicts may be resolved if they are proactively disclosed and handled properly.

A conflict of interest can happen whenever you have a competing interest that may interfere with your ability to make an objective decision for HanesBrands.

IS IT A CONFLICT? Ask yourself:

- Am I using HanesBrands resources, relationships, or my position for personal gain?
- Does it compete with HanesBrands’ interests?
- Could it appear to be a conflict of interest to someone else?
- Does it interfere with the work I do for HanesBrands?

If you answered “yes” to any of these questions, you should:
» Stop
» Report the issue to your manager or a Code of Conduct Officer and
» Ask for guidance.
To avoid conflicts you must:

- Obtain approval from your manager in writing before directing business to vendors owned or managed by family members.
- Disclose any ownership interest in vendors – unless the vendor is a publicly traded company.
- All salaried employees must obtain approval from their manager and human resources in writing before accepting outside employment that may compete with HanesBrands.

It isn’t possible to list every situation that could present a conflict, but there are certain situations where conflicts are more common. Being able to recognize a potential conflict can help you avoid one. Below are some examples:

- **You supervise someone** with whom you have a close personal relationship.
- **You or a family member** have a significant investment in one of our suppliers, business partners or competitors. Family members include spouses, children, parents, siblings and those living in your household.
- **You own or do work** for a company that competes, does business or wants to do business with HanesBrands.
- **You use the HanesBrands name**, property or information without approval. This applies even when you are using our name, property, or information to support a charitable or community organization.
- **You take for yourself** a business opportunity that is meant for HanesBrands or that you learned about through your job here.
Gifts and Entertainment

An occasional gift or offer of entertainment is often viewed as a normal part of doing business, but sometimes even a well-intentioned gift can cross the line.

At HanesBrands, employees may only accept or provide modestly valued gifts and entertainment that are a reasonable complement to business relationships, do not improperly influence themselves or others, and are in full compliance with our Gift and Prize and Global Anti-bribery Policies. We do not accept or provide gifts or entertainment if the intent is to bias a decision or is in return for any business, services or confidential information.

The following practices ARE NEVER ALLOWED with vendors or other third parties:

- **Giving or accepting** lavish or frequent gifts or entertainment.
- **Giving or accepting** any gift of cash or a cash equivalent (gift cards, gift certificates).
- **Giving or accepting** any gift or entertainment that could be embarrassing or reflect negatively on our reputation or your reputation.
- **Any gift or entertainment** that violates the policies of the recipient’s organization.

**DID YOU KNOW**

When providing gifts and entertainment, all of the following guidelines must be met:

- It must be modest in value and not frequent.
- It must not appear to influence or give the appearance of influencing the business judgment of the recipient.
- There must be a reasonable business purpose.
EXTRA CARE NEEDS TO BE TAKEN WHEN DEALING WITH GOVERNMENT OFFICIALS

Complex rules govern the giving of gifts, entertainment and other business courtesies to government officials (which includes employees of state-owned entities). What may be permissible for commercial customers may be illegal when dealing with the government.

- **No cash, gifts** or other benefits, including entertainment, can be offered to government officials without the *prior written approval* of the law department.
- **Any request** made to an employee by a government official for a payment, other than properly documented and legally required taxes and fees, must be reported immediately to the law department.
- **If you** have questions, contact the law department immediately.

For more detail, please refer to our:

- Global Anti-Bribery Policy
- Global Gifts and Prize Policy
- Global Travel Policy
- Global Business & Entertainment (Non-Travel) Policy
Compelling Fairly

We believe in free and open competition. We gain our competitive advantages through hard work and by exceeding our customers’ expectations, rather than through unethical or illegal business practices.

Most countries where we operate have laws that govern relationships with competitors, suppliers, distributors and customers. While the legal requirements vary across the globe, competitive laws generally share the same objective—to ensure that markets operate efficiently by providing competitive prices, customer choice and innovation.

**DID YOU KNOW**

Around the globe, competition laws are also referred to as “antitrust,” “monopoly,” “cartel” and “price fixing” laws. All are designed to preserve free and open competition.

- **No employee** should talk with or signal our competitors about competitively sensitive aspects of our pricing, sales volumes, customers or territories.
- **Do not attend** a meeting with a competitor where the subject of price or other sensitive information is likely to be discussed.
- **Agreements** or understandings with a customer to maintain or influence resale prices are illegal.
- **Don’t agree** with a competitor to coordinate bidding to a customer or agree with a customer or competitor not to deal with other companies.
- **Our advertising**, sales and promotional materials must be fair, factual and complete.
- **Consult with the law department** if you have any questions or concerns about violations of anti-competition laws.

If you find yourself in a meeting with competitors, including trade association meetings, and a questionable discussion is taking place, state that you believe the discussion may be inappropriate, break away from the discussion and promptly inform the law department.
COMPETITION OR ANTITRUST “RED FLAGS”

Competition or antitrust laws are complex and compliance requirements can vary depending on the circumstances. The following activities are examples of “red flags” and should be avoided and reported to the law department:

- **Agreements** with competitors, including price fixing, bid rigging, allocating markets or territories and agreements to restrict supply.

- **Exchanging** competitively sensitive information with competitors.

- **Imposing** restrictions on vendors.

- **Abusing** a position of market dominance (generally a market share of over 50%) by engaging in anti-competitive activity.

For more detail, please refer to our: Global Antitrust Compliance Policy
Insider Trading

In the course of business, you may become aware of material, non-public information about HanesBrands, or other publicly traded companies. Using this information for personal gain, sharing it with others, or spreading false rumors, is not only unfair to other investors, it’s illegal:

• **Never buy or sell** any stocks, bonds, options or other securities of any company, including HanesBrands, based on material, non-public information.

• **Do not pass on** material, non-public information or “tips” to others.

• **Know the kinds of information** considered inside information. Examples include nonpublic information about mergers or acquisitions, sales or earnings results, financial forecasts, changes to the executive management team, pending material lawsuits or major business wins or losses, to name just a few.

• **If you are a vice-president** or above, do not trade HanesBrands securities during the stated “no-trade” period—whether or not you are in possession of material, non-public information.

• **If you have any questions** about whether information is material and non-public, contact the law department.

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**DEFINITION**

What is material non-public information?

Information is **material** if it is likely that an investor would buy or sell a stock or other security as a result of having that information.

Information is **non-public** if it has not been released broadly to the public, for example, through widely disseminated company communications or press releases.

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**FIND OUT MORE**

For more detail, please refer to our:

Global Insider Trading Policy
Our Assets and Information

“We have a responsibility to be honest and transparent about our operations and performance, to use HanesBrands’ property with care, and to protect confidential and private information.”
Our Assets and Information

HanesBrands’ Assets

Our assets include everything that HanesBrands owns or uses to conduct business, including our intellectual property. Each of us is entrusted with the care of these assets. We must be proactive in protecting them from loss, damage, theft, waste and improper use.

- **HanesBrands’ assets** must not be given or sold to anyone without appropriate approval.

- **Guard our product** designs, logos, copyrights and trademarks—and respect the intellectual property rights of others.

- **Remember:** email and voicemail systems and the content on them are considered HanesBrands’ property. We may monitor your use of them, as consistent with applicable law. You should have no expectation of personal privacy when using our systems.

- **Limited** personal use of phones and computer systems is allowed as long as it does not have a negative impact on your performance, productivity, the work environment, or violate any HanesBrands’ policies.

For more detail, please refer to our:

- **Global Acceptable Use of Information Systems & Equipment Policy**

**DID YOU KNOW**

Fraud and theft are crimes that can cause lasting damage to our reputation, as well as our bottom line. Fraud and theft are completely contrary to our culture and values. We do not tolerate this activity under any circumstances by anyone working at or on behalf of HanesBrands.
Confidential Information

The unauthorized release of confidential information can cause us to lose our competitive advantage, embarrass HanesBrands and damage our relationships with our customers and business partners.

**GATHERING BUSINESS INTELLIGENCE**

Information about competitors is a valuable asset in the highly competitive markets in which we operate. But, when collecting business intelligence, we must always live up to our standards of integrity. This means never engaging in fraud, misrepresentation or deception to obtain information.

Be careful when accepting information from third parties. You should know and trust their sources and be sure that what they provide is not protected by trade secret laws or confidentiality agreements.

Never pressure new employees to discuss confidential information obtained from their previous employer.

**DID YOU KNOW**

Legitimate sources of competitive business intelligence include:
- Newspapers, trade press accounts and other public information
- Discussions with customers (but not to obtain competitors’ confidential information)
- Information publicly available on the internet
- Reputable consultants and analysts who comply with fair competition laws

For these reasons, confidential information must be treated carefully. This means it must be accessed, stored and transmitted in a manner consistent with our policies and procedures.

- **Use and disclose** confidential information only for legitimate business purposes.
- **Properly label** confidential information to indicate how it should be handled, distributed and destroyed.
- **Protect** the confidential and proprietary information of business partners.
• **Do not share** passwords or allow other people, including friends and family, to use our information technology resources.

• **Be vigilant** against scams by outsiders posing as consultants, vendors and others in order to obtain confidential information about the business, our executives, or our customers.

• **Do not leave** confidential information in conference rooms after meetings or in other unattended or unlocked spaces.

• **Never discuss** confidential information when others might be able to overhear what is being said (for example on planes, elevators and when using mobile phones in public spaces).

Some examples of confidential information include:

- Business plans
- Trade secrets
- Sales and profit figures
- Pricing
- New product or marketing plans
- Research and development ideas
- Manufacturing processes, and
- Information about potential acquisitions, divestitures and investments.
Private Information

We respect the privacy of employees, as well as customers, consumers and others with whom we conduct business. Always handle their personal information with care, especially sensitive personal information.

Data privacy laws cover how we must collect, store, use, share, transfer and dispose of personal information, and we comply with those laws everywhere we operate.

Follow our policies and protect any personal information that is entrusted to you. Use it only in the way it’s meant to be used, and don’t share it with anyone inside or outside of HanesBrands who is not authorized to see it. If you receive an inquiry or complaint about our handling of personal information, or if you have any questions about privacy and our legal obligations, contact the law department or a Code of Conduct Officer.

**• Keep** personal information safe and secure.

**• Collect**, access and use personal information for legitimate business purposes only.

**• Use care** when you provide personal and confidential data to anyone inside or outside of HanesBrands and limit access to authorized individuals.

**• When we use** third parties to provide services for us, make sure they understand the importance we place on privacy and that they must uphold our standards.

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**DEFINITION**

**Definition of “personal information”**
Any information relating to an identified or identifiable natural person.

**Definition of sensitive “personal information”**
Information about an individual such as race, ethnic origin, gender, religious beliefs or affiliations, trade union membership, political or philosophical views, organizational memberships, sexual preferences or practices, criminal convictions (where local law permits this to be processed) and health and genetic information.

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**FIND OUT MORE**

For more detail, please refer to our:

Global Privacy Policy
OUR ASSETS AND INFORMATION

EXCELLENCE EVERY DAY! HanesBrands Global Code of Conduct

Make sure you follow our policies and practices that are designed to protect our networks, computers, programs and data from attack, damage or unauthorized access.

Be responsible with and protective of your user names and passwords.

Be alert to phishing scams or other attempts to uncover sensitive personal or corporate information.

Don’t open suspicious links in emails, even if you know the source.

CYBERSECURITY

We are all increasingly dependent on networks, databases and the information they contain and transmit. Hacks, intentional breaches and lax security are risks that we are all aware of and that we are right to worry about.

Companies gather enormous amounts of personal data and consequently have an increased responsibility to protect that information. Each of us must do our part:
Accurate Recordkeeping

Investors, government officials and others rely on our accurate and complete business records and disclosures. Such information is also essential to HanesBrands’ ability to make good, informed business decisions.

Our books and records must be accurate, timely, complete and in compliance with accepted accounting principles and our internal controls.

- Never record false sales, shipments, or record them early, understate or overstate known liabilities and assets or defer recording items that should be expensed.
- Do not maintain undisclosed or unrecorded funds, assets or liabilities.
- Never make false claims on an expense report or time sheet.
- Always be accurate, complete and truthful when submitting quality and safety results.

Documents should only be destroyed in accordance with our Records Management Program Policy, and never in response to or in anticipation of an investigation, lawsuit or audit. Contact the law department if there is any doubt about the appropriateness of record destruction.

Employees with a role in financial or operational accounting, tax or reporting have a special responsibility in this area, but all of us contribute to the process of recording business results and maintaining records.

- Make sure that financial entries are clear and complete and do not hide or disguise the true nature of any transaction.
Our Assets and Information

Speaking on Behalf of HanesBrands

We need a clear and consistent voice when providing information to the public and the media. For this reason, it is important that only formally designated employees speak publicly on behalf of HanesBrands. Unless you are authorized to do so, do not make any public statements on behalf of HanesBrands.

- **Never** give the impression that you are speaking on behalf of HanesBrands in any communication that may become public if you are not specifically authorized to do so.

- **If you** receive an inquiry regarding our activities or positions on public issues and are not specifically authorized by executive management to respond, refer the request to the vice president of investor relations, the chief communications officer, or the law department.

- **Obtain** approval from the chief communications officer before making public speeches, writing articles for professional journals, or engaging in other public communications when you are speaking on behalf of HanesBrands.

**USING SOCIAL MEDIA**

Be careful when writing communications that might be published online. Think carefully before you hit the ‘send’ button in an email or a text. Keep your electronic communications professional and positive; always assume the whole world can read them. When using social media:

- **Use good judgment**, including expressing ideas and opinions in a respectful manner. Ultimately, you are solely responsible for what you post online.

- **Clearly state** that any opinions you express are your own and do not reflect those of HanesBrands.

- **Don’t disclose** confidential business information about HanesBrands, our customers, or our business partners.

- **Don’t post** anything that’s discriminatory or would constitute a threat, intimidation, harassment or bullying.

- **If you see** something online that could be potentially harmful to HanesBrands, report it immediately to a Code of Conduct Officer or the law department. Don’t respond to negative comments yourself.
Our World

“We pride ourselves on listening to others outside our Company and reacting quickly and responsibly if issues emerge. We hope to continue making a positive and lasting contribution to our world in the years to come.”
Corporate Citizenship and Community Involvement

We have a reputation for being a good citizen and neighbor. We believe in maintaining the health and welfare of the communities where we live and operate and recognize that charitable contributions and volunteerism are important ways for us to make a difference. You are encouraged to take part in our philanthropic Green for Good initiatives. We have a long history of being very engaged in our communities, a history of which we are very proud. For more information go to www.hanesforgood.com and learn more about our Green for Good program.

- **If you volunteer** to help charitable organizations, be sure that your participation does not interfere with your ability to meet your work obligations.

- **Soliciting** or pressuring customers, business partners or other employees to support your favorite charities, political organizations or causes is not allowed.
Human Rights

We are committed to respecting the human rights and dignity of everyone, and we support international efforts to promote and protect human rights. We will not tolerate abuse of human rights in our operations or in our supply chain.

We fully respect employees’ right of free association, their right to choose or not choose collective bargaining representation and their right to collectively bargain.

We are committed to equal employment opportunity and prohibit discrimination and harassment based on race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity, veterans’ status, marital status, or any other characteristic protected by applicable law.

We are committed to not knowingly doing business with suppliers who employ individuals under the age of 15, engage in human trafficking, employ forced labor or use corporal punishment to discipline employees; regardless of whether such practices are permitted by applicable law.

We conduct over 500 intensive audits of our supplier facilities every year using both external and internal auditing teams. We will stop doing business, if necessary, with those companies who fail to meet the expectations outlined in our Global Standards for Suppliers.

For more information on our human rights programs, please visit:

www.hanesforgood.com and see our Global Standards for Suppliers
Each of us can help support efforts to eliminate abuses such as child labor, slavery, human trafficking and forced labor:

- **Report** any suspicion or evidence of human rights abuses in our operations or in the operations of our business partners to a Code of Conduct Officer, the law department, or the vice president of corporate social responsibility.

- **Remember** that respect for human dignity begins with our daily interactions with one another and with our customers and business partners. It also includes promoting diversity and inclusion, accommodating disabilities and doing our part to protect the rights and dignity of everyone with whom we do business.
Environmental Sustainability

We are committed to resource conservation, minimizing damage to the environment, as well as any potential harm to the health and safety of employees, customers and the public. We recognize the need to conduct business in a way that protects and improves the state of the environment for future generations.

We are committed to meeting or exceeding applicable environmental laws and regulations and to continuously improving our environmental performance through resource conservation, waste minimization, water and energy efficiency and effective use of raw materials.

• **Comply** with all laws, policies, permits and regulations aimed at, among other things:

• **Protect** the environment.

• **Conserve** energy, water and natural resources.

• **Reduce** the environmental impact of our operations.

• **Report** to management, the law department or a Code of Conduct Officer any incidents or conditions that might result in an environmental regulatory violation or adverse environmental impact.

**DID YOU KNOW**

Each of our facilities has an environmental coordinator who performs environmental self-assessments and sets site goals. To continuously monitor and improve our environmental performance, we have instituted our **Global Environmental Management System (GEMS)**, which allows us to track, among other things, energy consumption, water usage, waste disposal and recycling efforts.

In addition, we routinely conduct environmental audits of our facilities and of all properties to be purchased or leased before we occupy the space.

For more information on our environmental sustainability initiatives, please visit: www.hanesforgood.com
Global Business

Many laws govern the conduct of trade across borders, including laws that are designed to ensure that transactions are not being used for money laundering. Other laws prohibit companies from cooperating with unsanctioned boycotts or regulate exports.

We are committed to complying with all such laws. If you are involved in the movement of products, services or information across international borders, make sure you know and comply with the requirements associated with the countries in which you do business.

- **Maintain** required import, export and customs records at each HanesBrands’ business location.

- **Ensure** the integrity of our supply chain—communicate our policies to others who conduct business on our behalf.

- **If you receive** a request to participate in a boycott or are asked about HanesBrands’ position on a boycott, contact the law department immediately.

- **If there appears** to be a conflict between laws, customs or local practice, get help from the law department.

- **Trade sanctions**, including financial sanctions, are complex. If you are involved in transactions, such as business dealings with a sanctioned country, entity or person, you must ensure compliance with applicable trade laws. If you have questions, contact the law department.

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**MONEY LAUNDERING**

To help prevent and detect money laundering and terrorist financing, watch for any suspicious payments, which may include cash or the equivalent (when checks are the norm); payments made from personal accounts instead of business accounts; and funds from financial institutions or third parties without a logical relationship to the customer or business partner.
We believe in the right of employees to participate in the political process. You are encouraged to be politically active as individual citizens on your own time and at your own expense.

**PRESSURE**

Never pressure another employee, customer or business partner to contribute to, support or oppose any political candidate or party.

Consistent with applicable laws, HanesBrands will exercise its right and responsibility to make its position known on relevant issues.

- **When** communicating, make it clear that your political views and actions are your own and not those of HanesBrands.
- **Never** use HanesBrands’ funds, assets or facilities to support any political candidate or party unless specifically permitted by law and expressly authorized in writing by the law department.
- **Holding** or campaigning for political office must not create, or appear to create, a conflict of interest with your duties at HanesBrands.

- **Do not** solicit contributions or distribute political literature during work hours.
- **Never** make a political or charitable contribution with the intent to improperly influence someone.
- **Lobbying** activities or government contacts on behalf of HanesBrands must be coordinated with the vice president of government relations.

**GOVERNMENT INQUIRIES**

Comply and cooperate with government inspections, investigations or requests for information.

If you are contacted by a government official, direct the individual to your manager and the law department.

If you are responsible for helping to respond to a government request, tell the truth. Never mislead anyone, impede their work, or conceal, destroy or alter documents.
Excellence Every Day!

If we are to achieve excellence every day we must work hard, compete aggressively and always do the right thing. To help do the right thing, we encourage you to use our Code and policies as your go-to resources. They cover many of the business conduct topics that we are likely to face in our work.

No code or set of policies can cover every possible situation, which is why we also want to remind you that if you have a question or a concern it is your responsibility to speak up, ask questions or report your concerns.
# Using the Resource Line

Contact the Global Ethics and Compliance Office directly by email at Ethics.Compliance@hanes.com or through the web at www.hbiresourceline.com. If you would rather call, instructions for making calls depend on the country you are calling from and the type of service that is supported. See below for the phone number for your country:

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>LOCAL RESOURCE LINE</th>
<th>COUNTRY</th>
<th>LOCAL RESOURCE LINE</th>
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</thead>
<tbody>
<tr>
<td>Argentina</td>
<td>0-8002664521</td>
<td>Japan</td>
<td>0120-068200</td>
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<tr>
<td>Australia</td>
<td>1-800-23-7923</td>
<td>Jordan</td>
<td>1-888-0000, then 8887880061</td>
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<tr>
<td>Austria</td>
<td>0-800-200-288, then 8887880061</td>
<td>Korea, Republic of South</td>
<td>00308 132 742</td>
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<td>Belgium</td>
<td>0800-77004</td>
<td>Mexico</td>
<td>01-800-062-12-25</td>
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<tr>
<td>Brazil</td>
<td>0800-76-21055</td>
<td>Netherlands</td>
<td>0-800-022-9111, then 8887880061</td>
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<tr>
<td>Canada</td>
<td>888-303-7522</td>
<td>New Zealand</td>
<td>508761858</td>
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<td>China</td>
<td>4008811280</td>
<td>Philippines</td>
<td>1-800-1111-0933</td>
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<td>Czech Republic</td>
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<td>Poland</td>
<td>00-800-111-1111, then 8887880061</td>
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<td>Dominican Republic</td>
<td>1-809-200-0188</td>
<td>Portugal</td>
<td>800-800-128, then 8887880061</td>
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<tr>
<td>El Salvador</td>
<td>800-6298</td>
<td>Puerto Rico</td>
<td>888-303-7522</td>
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<tr>
<td>France (Includes Andorra)</td>
<td>0-800-91-1435</td>
<td>Romania</td>
<td>0-808-03-4288 (Romtelecom), then 8887880061</td>
</tr>
<tr>
<td>Germany</td>
<td>0-800-225-5288, then 8887880061</td>
<td>Russia</td>
<td>8-10-800-110-1011, then 8887880061</td>
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<td>8-495-363-2400, then 8887880061</td>
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<td>8-812-363-2400, then 8887880061</td>
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<tr>
<td>Greece</td>
<td>00800-12-6576</td>
<td>Slovak Republic</td>
<td>0-800-000-101, then 8887880061</td>
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<td>Guatemala</td>
<td>1-800-62400061</td>
<td>South Africa</td>
<td>0-800-992-777</td>
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<td>Honduras</td>
<td>800-2557-5777, 2557-5777 (mobile phone)</td>
<td>Spain</td>
<td>900-99-0011, then 8887880061</td>
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<tr>
<td>Hong Kong</td>
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<td>Switzerland</td>
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<td>Hungary</td>
<td>06-800-011-11, then 8887880061</td>
<td>Thailand</td>
<td>001-800-44-14595</td>
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<td>India</td>
<td>00-8004401997</td>
<td>United Kingdom &amp; Northern Ireland</td>
<td>0808-234-6909</td>
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<tr>
<td>Indonesia</td>
<td>0-80011-42637</td>
<td>United States</td>
<td>888-303-7522</td>
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<tr>
<td>Ireland</td>
<td>00-800-222-55288 (UIFN), then 8887880061</td>
<td>Vietnam</td>
<td>0221-362-6959 (Hung Yen)</td>
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<tr>
<td></td>
<td>0-800-89-0011 (Northern), then 8887880061</td>
<td></td>
<td>0234-395-2145 (Phu Bai)</td>
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<tr>
<td>Italy (includes San Marino, Vatican City)</td>
<td>800-790810</td>
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</table>

Go to page 43 for the **TOLL-FREE RESOURCE LINE** or visit www.hbiresourceline.com
In each of the countries listed, you can dial the local telephone number to call the HanesBrands Resource Line toll-free, 24 hours a day, 365 days a year. Your call will be routed to our resource line service provider, NAVEX Global; no operator assistance is required. Your call will be answered in your own language, or a translator will be available to help you ask your questions or report your concerns.

INSTRUCTIONS FOR CALLS MADE OUTSIDE THE COUNTRIES LISTED

For other countries not included above, employees can still call the Resource Line, toll-free, by dialing the AT&T Direct Access Number for that country first. Go to https://www.business.att.com/bt/access.jsp to find the number for your country. On rare occasions, AT&T suspends, removes or otherwise updates country access codes. This is outside the control of our resource line service provider. For this reason we recommend that you first visit the link https://www.business.att.com/bt/access.jsp?c=0 to verify the country code.

HOW TO MAKE A TOLL-FREE CALL TO THE RESOURCE LINE FOR THE COUNTRIES NOT LISTED:

1. Dial the AT&T Direct Access Number for your country.
2. Wait for the automatic voice message at connection.
3. Continue by dialing 888-303-7522 to connect to the Resource Line.
4. Your call will be taken by an independent operator who will explain the next steps.
5. If you do not speak English, tell the operator what country you are calling from or the language you speak. The operator will connect an interpreter to the call to translate.
6. In case you have questions, please contact a Code of Conduct Officer.

For local regulatory reasons, employees 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 phone and email systems. Other matters in these countries may be reported through local management, local human resources, or the local Code of Conduct Officer.
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HanesBrands supports employees’ right to speak out about matters of public concern or engage in certain activities related to the terms and conditions of their employment. Nothing in this Code or in any of our policies is intended to limit or interfere with the right to engage in activities protected under Section 7 of the U.S. National Labor Relations Act, or any other local laws or applicable regulations, such as discussions related to wages, hours, working conditions, health hazards and safety issues. In addition, nothing in this Code prohibits you, without notice to the Company, from reporting any possible violation of law or regulation to any government agency or entity during or following your employment.

The existence and content of this Code will be disclosed to shareholders and will be available on HanesBrands’ website. Any waiver of any of the provisions of the Code for executive officers or directors may be made only by the Board of Directors or our Audit Committee and such waiver will be promptly disclosed as required by law or stock exchange listing requirements.

The provisions of this Code are in addition to, and do not modify, replace or supersede HanesBrands’ other policies or procedures.

This Code of Conduct is not intended to be and does not constitute a contract of employment between HanesBrands and its employees. If you are a U.S. employee and do not have an Employment Agreement with HanesBrands, you are an employee at will. This means that you have the option of resigning from your employment at any time, for any reason or no reason, with or without prior notice. Conversely, HanesBrands has the same option to terminate your employment at any time, for any reason or no reason, with or without prior notice.