OXFORD

Date ……..……

OXFORD INDUSTRIES, INC. and all affiliated Operating Units
SOURCING POLICY (WORLDWIDE)

Oxford Industries, Inc. expects each of its suppliers to treat its employees in a fair and equitable manner. To that end Oxford will only employ those suppliers who abide by the following standards:

Children and Forced Labor: No supplier shall use prison labor, trafficked labor, or forced labor of any kind. No supplier shall use the labor of children below the minimum working age in the host country.

Wages and Benefits: Each supplier must pay its employees at least the minimum required wages and benefits mandated by the laws of the host country. Wages and benefits must be calculated and paid according to the laws of the host country.

Health and Safety: Each supplier must provide a safe and healthy workplace to its workers.

Employee Living Conditions: If a supplier provides housing or sustenance to its employees, these shall be at least to the normal standards of the host country.

Oxford Industries, Inc. expects each of its manufacturing suppliers to produce and ship merchandise according to the following standards:

Subcontracting: No supplier may subcontract work without the express written permission of Oxford and then such subcontracting shall only be permitted to companies that abide by this Sourcing Policy.

Transshipping: All work shall be performed in conformity to both the exporting & importing countries laws regarding the country of origin which has been identified by the supplier. No merchandise shall be transshipped to avoid quota or other restrictions.

Security: All reasonable measures shall be taken to insure the physical security of the supplier facility. All merchandise shall be packed and loaded under the continuous supervision of duly authorized employees who will certify that no weapons or other harmful materials are introduced into the shipment.

Counterfeiting. Supplier shall not copy or reproduce in any way any ideas, labels, fabric, trademarks, copyrighted product, or any other items that may be deemed an intellectual property right ("IPR") supplied to it by Oxford. Supplier shall furthermore protect such IPR from being counterfeited by others.

Violation of this Sourcing Policy may lead to the immediate cancellation of production contracts with the supplier or other legal remedies available to Oxford.

ACKNOWLEDGEMENT AND AGREEMENT

_____("Name of Supplier"), with a facility address of

_____, hereby acknowledges

that it has received and understands the Oxford Industries, Inc. Sourcing Policy and in consideration of being hired to manufacture certain products for Oxford Industries, Inc. Supplier agrees to comply in all respects with the requirements of this Sourcing Policy.

_____
(Name of Supplier)

By : _____
(Signature with Company Chop)

_____
(Print Name)

_____
(Title)

_____
(Date)