

Southern Tide Social Compliance Agreement

Southern Tide LLC is committed to the responsibilities of fair labor practices, ethical business conduct and legal compliance in all communities in which it does business. Southern Tide LLC is concerned about Human Rights and expects its Vendors to share its concerns.

The following policies and principles apply to all Vendors, contractors, agents, and factories that produce goods for Southern Tide LLC.

While Southern Tide LLC recognizes that there are different legal and cultural environments in which Vendors, contractors, agents, and factories operate throughout the world, these Social Compliance policies set forth the basic requirements all Vendors, contractors, agents, and factories must meet in order to conduct business with Southern Tide LLC. Southern Tide LLC strongly encourages all Vendors, contractors, agents, and factories to exceed these policies in relation to legal compliance, fair labor practices, and ethical business conduct.

LEGAL REQUIREMENTS

All Vendors, contractors, agents and factories must operate in full compliance with the applicable laws and regulations of the United States and those of the respective country of manufacture or exportation.

EMPLOYMENT AGE

All workers employed by the Vendor may not be younger than 15 years of age, (or 14 where consistent with International Labor Organization Guidelines and, only if local laws allow such an exception), or the age for completing compulsory education, or the minimum age established by law, whichever is greater. The Vendor must observe all local guidelines and laws and requirements for work of employees under 18 years of age, particularly those pertaining to hours of work and working conditions.

PRISON OR FORCED LABOR

The Vendor will not use involuntary or forced (whether bonded, indentured, prison or otherwise) labor to manufacture any Southern Tide LLC products.

FAIR WAGES

The Vendor will ensure that wages paid for a standard work week shall meet at least legal or industry minimum standards and shall always be sufficient to meet basic needs of employees. The Vendor will comply with all applicable wage and hour laws, rules and regulations; including those that relate to overtime compensation.

HOURS OF WORK

The Vendor must ensure employees' hours worked shall not, on a regularly scheduled basis, exceed the legal limitation on regular and overtime hours in the jurisdiction in which they operate. All efforts should be made to ensure that on a regular basis no

employee is required to work more than 60 hours per week including overtime. Employees must be informed at the time of hiring if mandatory overtime is a requirement of employment. All employees must be entitled to at least one day off in every seven day period, except in extraordinary and infrequent circumstances.

HEALTH AND SAFETY

The Vendor must provide their employees with a clean, safe, and healthy work environment. Attention must be paid to the prevention of accidents and injury to health from occurring during the course of work. The Vendor must comply with all applicable, legally mandated laws and standards for workplace health and safety in the localities in which they operate.

DISCRIMINATION

Southern Tide LLC recognizes cultural differences, but believes strongly in a sense of fair play. The Vendor must ensure that employment, including hiring, compensation, benefits, advancement, retirement, and termination should be based on ability and not on belief or any other personal characteristic. The Vendor may not discriminate on the basis of race, color, national origin, age, gender, religion, sexual orientation, disability, or other similar factors.

HARRASSMENT

The Vendor must treat all employees with respect and dignity. The Vendor agrees it will not subject its employees to any form of corporal punishment, physical, sexual, psychological or verbal harassment at any time for any reason. The Vendor should not use monetary fines as a disciplinary practice.

WOMEN'S RIGHTS

The Vendor must ensure that female employees receive equal treatment in all aspects of their employment. Pregnancy test may not be a condition of employment. Pregnancy testing may only be done at the option of the worker, and the results of such tests will not be used as criteria for evaluation, compensation, promotion or overall employment. Employees should not be exposed to hazards that may endanger their reproductive health. No employee will be forced to use contraception.

ENVIRONMENTAL STANDARDS

The Vendor must comply with all applicable local environmental laws and practices. Southern Tide LLC is committed to doing its part to preserve the natural resources of all communities of the world in which it is conducting business. Advanced environmental practices should be instituted where practical.

INSPECTION AND COMPLIANCE

The Vendor will maintain on-site documentation as evidence of their compliance with the guidelines and policies expressed herein. Southern Tide LLC will take affirmative measures, such as announced or un-announced on-site inspections of the Vendor's production facilities to ensure compliance. The Vendor must allow Southern Tide LLC representatives complete and full access to their facilities, as well as employee records,

and employees for confidential interviews in connection with social compliance visits. Violation of these compliance guidelines and policies will be appropriately remedied at the cost of the Vendor. Failure to comply with these guidelines and policies may result in the termination of the relationship between Southern Tide LLC and the Vendor.

Southern Tide, LLC

_____ (Vendor)

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____