

# *Tommy Bahama*<sup>®</sup>

## **Code of Conduct**

The Tommy Bahama Group designs, manufactures and markets products which provide the experience of an island attitude lifestyle for our consumers. Individuals who attach importance to people and community founded Tommy Bahama and made this a focal point of the core values of the Company and its corporate culture.

Our family at Tommy Bahama is comprised of different types of individuals, who respect and appreciate each person's diversity and who are dedicated to equal opportunity for everyone. We recognize and respect legitimate cultural diversities and understand that our business partners cannot control all political and social aspects of their environment. However, we require that our business partners comply with all applicable laws and regulations of the country in which they are located and that they follow this "Code of Conduct" which is provided to them, acknowledged by them, and communicated to all employees. In any case where differences or conflicts arise between the Code of Conduct, applicable laws and regulations, or local practices, the highest standard shall apply.

The Code of Conduct describes Tommy Bahama's specific expectations as follows:

### **Forced Labor**

Our business partners do not use forced labor in any form, including prison labor, indentured labor, bonded labor or any other types of forced labor.

### **Child Labor**

Our business partners do not employ any person under the age of 15 or under the age for completion of compulsory education, whichever is higher.

### **Employment Relationship**

Our business partners adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

### **Nondiscrimination**

Our business partners insure that no person is discriminated against in hiring, compensation, advancement, discipline, termination or retirement based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

### **Harassment or Abuse**

Our business partners treat every employee with respect and dignity. No employee is subject to any physical, sexual, psychological or verbal harassment or abuse.

### **Hours of Work**

Our business partners do not require workers to work more than the regular and overtime hours allowed by the law of the country where they are employed. The regular work week does not exceed 48 hours. Employees are allowed at least 24 consecutive hours of rest in every 7-day period. Overtime work is consensual and compensated at a premium rate. Our business partners do not request overtime on a regular basis, and only in exceptional circumstances will the sum of regular and overtime hours in a week exceed 60 hours.

### **Compensation and Benefits**

Our business partners pay their employees at least the minimum wage or the appropriate prevailing wage, whichever is higher and provide a clear, written accounting for every pay period. There are no deductions from an employee's pay for disciplinary infractions. Our business partners comply with all legal requirements on wages and provide all fringe benefits required by law or contract. We agree that every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. In cases where compensation does not meet these goals, we will work with our business partners to progressively realize a level of compensation that does.

### **Health and Safety**

Our business partners promote the general health of employees and provide a safe and healthy workplace setting to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of the operation of their facilities.

### **Environment**

Our business partners adopt responsible measures to mitigate negative impacts that their facilities have on the environment.

### **Freedom of Association**

Our business partners recognize and respect the right of employees to freedom of association and collective bargaining.

### **Documentation and Inspection**

Our business partners maintain all documentation needed to demonstrate compliance with this Code of Conduct and any applicable laws. They agree to provide access to their facilities for inspections and to make these documents available for Tommy Bahama or its designates with or without prior notice.

This Code of Conduct governs all of our global partnerships and we bind our business partners to these principles. It is our intent to suspend business with those partners who do not comply with the Code of Conduct.

Our business partners will post this document in a conspicuous location, translated into the language of the employees, and will insure that all employees are aware of their rights as defined by this Code and all applicable local laws.