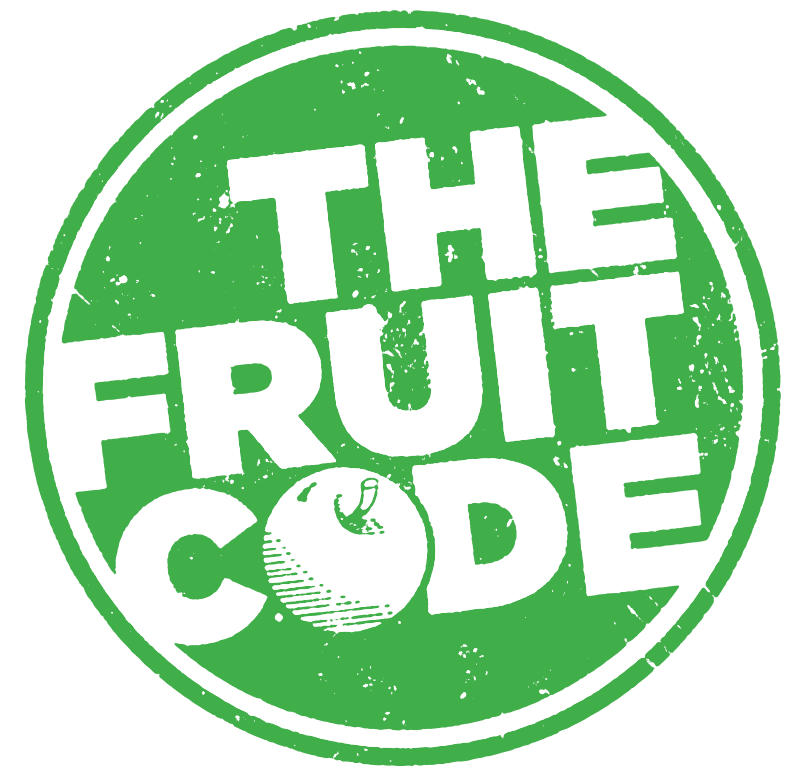


CODE OF CONDUCT



FRUIT OF THE LOOM (FOL) IS COMMITTED TO CONDUCTING OUR BUSINESS IN ACCORDANCE WITH THE HIGHEST STANDARD OF BUSINESS ETHICS AND HUMAN RIGHTS.

WE APPRECIATE THAT OTHER COUNTRIES HAVE DIFFERENT CULTURAL, LEGAL AND ETHICAL SYSTEMS. HOWEVER, THE FRUIT CODE STATES THAT ANY FACILITIES WE USE MUST ALWAYS SATISFY CERTAIN BASIC REQUIREMENTS.



FREEDOM OF ASSOCIATION

FOL recognises and respects the rights of employees to freedom of association and collective bargaining.

ENVIRONMENTAL COMPLIANCE

FOL requires compliance with all local laws protecting the environment. In addition, business should be conducted in a manner that minimises all waste and maximises recycling, and which results in proper storage and disposal of hazardous substances.

CUSTOMS COMPLIANCE

FOL will comply with all applicable customs laws and establish and maintain programmes to safeguard against the illegal transshipment of products.

SECURITY

FOL will maintain security procedures to guard against the introduction of non-manifested cargo (drugs and other contraband) into shipments of our products.



COMPLIANCE WITH LAW

FOL requires that all manufacturing facilities operate in conformance with the requirements of applicable law.

HEALTH AND SAFETY

Conditions throughout the facilities must be safe, clean and meet or exceed requirements of all applicable laws and regulations regarding health and safety. Workers must also be trained and equipped to perform their jobs safely.

CHILD LABOUR

No person shall be employed at an age younger than the age for completing compulsory schooling in the country of manufacture, or the age consistent with International Labour Organisation guidelines, whichever is greater.

All FOL authorised facilities must observe legal requirements for work of all employees, particularly those pertaining to hours of work and working conditions.

FORCED LABOUR

The use of forced or compulsory, indentured, or bonded labour is prohibited.

HARASSMENT OR ABUSE

Corporal punishment or other forms of harassment, abuse or coercion, whether mental or physical, are strictly forbidden.

DISCRIMINATION

Discrimination in hiring, pay, promotions, discipline, termination or other terms and conditions of employment based on personal characteristics, beliefs or other legally protected criteria, is prohibited.

WORKING HOURS

Except in extraordinary business circumstances, employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture, and (ii) be entitled to at least one day off in every seven-day period.

WAGES AND BENEFITS

FOL requires that employees be fairly compensated by providing wages, including overtime pay, and benefits that meet or exceed all applicable laws and regulations.

NOTICE AND RECORD KEEPING

This Code of Conduct must be posted in a location accessible to all employees and visitors (in the appropriate language).

ENFORCEMENT

FOL employs internal, as well as third party auditors, to ensure compliance with this code at all locations conducting business for FOL.

FOL maintains detailed records of all facilities to determine compliance with this policy.



FRUIT OF THE LOOM®