

January 2025

Re: WWOFF Corporation's Commitment to High Quality, Safe and Sustainable Products

Thank you for your interest in Workwear Outfitters, LLC (WWOF) products. At WWOFF, we share your commitment to the design, manufacture and distribution of high quality, safe and sustainable products.

WWOF is a global leader in creating powerful brands of apparel, footwear, and accessories. Our customers are the focus of everything we do. To that end, we offer the best quality products to our customers to support their workwear needs, while maintaining high standards of excellence and integrity. We understand that product safety is a high priority. This is why WWOFF's commitment permeates every step of the work that our business partners and we do to bring WWOFF products to market.

In fulfilling our commitment, WWOFF endeavors to be an economic, intellectual, and social asset to each community and nation in which we operate. As part of this effort, WWOFF has established a number of programs and initiatives that support and enhance compliance with appropriate ethical standards and legal requirements. First, we are committed to ensuring that every individual enjoys a clean, safe, and healthy work environment, free from discrimination and harassment. We support the right to fair compensation, the right to associate freely and the right to bargain collectively.

In addition, when selecting its contractors, suppliers, and agents, WWOFF selects reputable business partners who are committed to ethical standards and business practices compatible with those of WWOFF. At a minimum, WWOFF expects its contractors, suppliers, and agents to comply with all legal requirements applicable to their operation and employment. To maximize our partners' compliance with these standards, WWOFF has established a terms of engagement that such partners must adhere to in order to do business with WWOFF. In addition, WWOFF has established facility compliance guidelines and factory audit procedures to assess WWOFF's manufacturers' compliance with all applicable laws and the provision of a fair, safe, and healthy working environment. WWOFF also works closely with Worldwide Responsible Accredited Production ("WRAP"), an independent third-party audit organization, in an effort to ensure that the factories we own and operate comply with WRAP-certified standards.¹ Among other things, this program incorporates a compliance-with-laws requirement, including worker health and safety and environmental rules, regulations and standards.

Another element of WWOFF's compliance program is the company's commitment to comply with AFIRM's "Restricted Substances List" (RSL), which identifies the chemical substances that are restricted in all WWOFF products. AFIRM's RSL can be found here: <https://afirm-group.com/>, and applies to raw materials and component parts supplied by or used by our facilities and business partners in the manufacture of WWOFF products. WWOFF implements the RSL through vendor communication, training, product design, and product testing.

¹ <http://www.wrapcompliance.org/>

The position of WWOFF concerning the USA's Consumer Product Safety Information Act (CPSIA), REACH, and other product safety laws and regulations is unambiguous. We assure you, as a customer of WWOFF or one of WWOFF's brands, of our commitment to design, manufacture, test and deliver all WWOFF products in compliance with California State Proposition 65, Safe Drinking Water and Toxic Enforcement Act of 1986, and all applicable product safety laws and regulations.

WWOFF has adopted various standards and certification models across our business in support of our commitment to reducing the environmental and social impacts of our key materials. WWOFF has also established an internal protocol for tracking input materials, documentation, and chain of custody certification. These protocols enhance our ability to ensure that all our claims about WWOFF materials and products can be substantiated. WWOFF's vendors and material suppliers are required to provide the necessary documentation to uphold their compliance with all applicable legal and WWOFF-specific requirements for product marketing and labeling.

Should you have any questions about WWOFF's programs and initiatives that support and enhance product compliance, please contact your local business partner or me at deena.davis@wwof.com.



Deena Davis
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