



Social Performance areas of Russel Garments.

Compliance with Laws and Workplace Regulations: Facility complies with the all legal requirements and standards under the local and national laws of the jurisdictions, along with any applicable international laws.

Prohibition of Forced Labor: Facility maintains employment strictly on a voluntary basis. Facility do not use any forced, prison, indentured, bonded or trafficked labor.

Prohibition of Child Labor: Facility do not hire any employee under the age of 14 or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling.

Prohibition of Harassment or Abuse: Facility provides a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form.

Compensation and Benefits: Facility pays at least the minimum total compensation required by local law, including all mandated wages, allowances & benefits.

Hours of Work: Hours worked each day, and days worked each week, should not exceed the limitations of the country's law. Facility provides at least one day off in every seven-day period, except as required to meet urgent business needs

Prohibition of Discrimination: Facility employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

Health and Safety: Facility provides a safe and healthy work environment.

Freedom of Association and Collective Bargaining: Facility recognizes and respects the right of employees to exercise their lawful rights of free association and collective bargaining

Environment: Facility complies with environmental rules, regulations and standards applicable to their operations, and observes environmentally conscious practices in all locations where they operate.

Customs Compliance: Facility comply with applicable customs laws, and in particular, establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.

Security: Facility maintains security procedures to guard against the introduction of non-manifested cargo into outbound shipments (i.e. drugs, explosives biohazards and or other contraband).