

**HANES**  
*Brands Inc*

# Integrity Guide

Excellence Every Day!



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## Do the Right Thing Every Day

Our **Global Code of Conduct** reflects our commitment to ethical business practices. It serves as a reminder of our individual responsibilities and is a resource when the right path is unclear. When you obey the law, comply with our Code and conduct business honestly and responsibly, you're helping to build on the reputation we've earned as a company.

This **Integrity Guide** is provided as a supplement to our Code. It highlights information about key topics in our Code and points you to people and policies that can help you navigate difficult business situations.

Take some time to review the following topics and make sure you understand what's expected of you. You can find more extensive coverage on each topic in our Code, but even the Code can't cover every situation you may face. At all times, and in all situations, use good judgment and ask for help, from your manager, another more senior member of management or any of the following resources:

- Human resources, the law department or a Code of Conduct Officer
- The Corporate Global Ethics and Compliance Office
- Our Resource Line, either by phone or through our website. See page 8 for detailed information on how to use this resource.

### WE'RE COUNTING ON YOU:

- Follow the laws, regulations and policies that relate to your work.
- Know your responsibilities.
- Make good decisions.
- Speak up if you see or suspect anything illegal or unethical.
- Don't fear retaliation – we do not permit it at HanesBrands.

***"As we grow and face new challenges, remember that one thing that must never change is our commitment to doing the right thing."***

***– Gerald Evans, Chief Executive Officer, Hanesbrands Inc.***



# Our Team

## Treat Others as You Wish to be Treated

HanesBrands is committed to equal employment opportunity and prohibits discrimination and harassment based on race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity, veteran status, marital status or any other characteristic protected by applicable law. Promote a respectful environment, free from any fear of harassment, discrimination or abuse.

## Put Safety First

Do your part to promote a safe, secure and healthy workplace. Comply with safety and security policies and procedures. Fix or report any situations that may pose a health, safety or security risk, including any threat of workplace violence. Be sure that your performance is not impaired by alcohol or any drugs, including prescription and over-the-counter medications, while on the job.



***"We work best when we work together as a team, when we treat each other with respect, and value the unique contributions of others."***

## Our Reputation

### Don't Bribe

Corruption and bribery in all of their forms are completely contrary to our business standards. Always work honestly and with integrity. Never offer (or accept) a bribe from anyone, especially government officials – and remember, we're not only responsible for our actions, but also for the actions of any third party who represents HanesBrands.

### *Don't Do It! Period.*

### Promote Product Safety and Quality

Each of us has a role to play to ensure that our consumers continue to have faith, not only in the quality of our products, but also in their safety. Work to ensure that we are living up to our rigorous product safety and quality standards and that the products we sell meet all government requirements.

### Deal Fairly

To create an environment where suppliers and business partners have an incentive to continue to work with us, they must be confident that they will be treated lawfully and ethically. Never take unfair advantage of anyone through manipulation, concealment, misuse of confidential information, misrepresentation of facts or any other unfair dealing or practice.





## Avoid Conflicts of Interest

A conflict of interest can happen whenever you have a competing interest that may interfere with your ability to make an objective decision for HanesBrands. Be proactive and, whenever possible, avoid situations that can lead to even the appearance of a conflict. If you find yourself in a potential conflict of interest situation, you have an obligation to report it.

## Follow our Gift and Entertainment Policies

Exchange only modestly valued gifts and entertainment that are a reasonable complement to business relationships, do not improperly influence others, and are in full compliance with our policies, especially our Global Anti-bribery Policy. Also, remember that what may be permissible for commercial customers may be illegal when dealing with the government. Before giving or receiving anything of value to or from a government official, always obtain prior written approval.

## Compete Fairly

We gain our competitive advantages through hard work and by exceeding our customers' expectations, rather than through unethical or illegal business practices. Do your part to promote free and open competition, and comply with competition laws (also referred to as "antitrust," "monopoly," "cartel" and "price-fixing" laws) wherever you operate.

## Don't Trade on Inside Information

Insider trading is not only unfair, it's illegal. Never buy or sell any stocks, bonds, options or other securities of any company, including HanesBrands, based on material, non-public ("inside") information, and don't pass on inside information or "tips" to others.

***"Consumers around the world purchase our products because they trust them. They trust their quality; they trust their value; and they trust that we will stand behind what we sell. We must preserve that trust."***

## Our Assets and Information

### Protect HanesBrands' Assets

Our assets include everything that HanesBrands owns or uses to conduct business, including physical property (facilities, equipment, inventory and supplies), corporate opportunities, financial resources, intellectual property, confidential information, files and documents, and computer networks and their content. Be proactive in protecting all of our assets from loss, damage, theft, waste and improper use.

### Safeguard Confidential Information

The unauthorized release of confidential information can cause us to lose our competitive advantage, embarrass HanesBrands and damage our relationships with our customers and business partners. Know the kind of information considered to be confidential and access, store and transmit it in a manner that is consistent with our policies and procedures. Gather competitive information ethically and legally.

### Respect Privacy

Respect the privacy of employees, as well as customers, consumers and others with whom we conduct business. Comply with data privacy laws, follow our policies and protect any personal information that is entrusted to you. Use it only in the way it's meant to be used, and don't share it with anyone inside or outside of HanesBrands who is not authorized to see it.

### Be Accurate in Recordkeeping

Good recordkeeping helps us to be accountable to investors, government regulators and others. It's also essential for making good, informed business decisions. All of us contribute to the process of recording business results and maintaining records. Do your part to ensure our books and records are accurate, timely, complete and in compliance with accepted accounting principles and our internal controls.

### Don't Speak for HanesBrands

We need a clear and consistent voice when providing information to the public and the media. For this reason, it is important that only formally designated employees speak publicly on behalf of HanesBrands. Unless you are authorized to do so, do not make any public statements on our behalf. Also, be sure you know and comply with our policies that relate to use of social media.

***"We have a responsibility to be honest and transparent about our operations and performance, to use HanesBrands' property with care and to protect confidential and private information."***



# Our World

## Be a Good Citizen and a Good Neighbor

We believe in maintaining the health and welfare of the communities where we live and operate and have a long history of being very engaged in our communities – a history of which we're very proud. You are encouraged to make a difference through your own charitable contributions and volunteerism; just be sure that your participation does not interfere with your ability to meet your work obligations.

## Support Human Rights

We are committed to respecting the human rights and dignity of everyone, and we support international efforts to promote and protect human rights. Each of us can help support efforts to eliminate abuses such as child labor, slavery, human trafficking and forced labor. Report any suspicion or evidence of human rights abuses in our operations or the operations of our business partners.

## Promote Environmental Sustainability

We are also committed to resource conservation, minimizing damage to the environment, as well as any potential harm to the health and safety of employees, customers and the public. Comply with all applicable laws and do your part to conduct business in a way that protects and improves the state of the environment for future generations.

## Conduct Business Lawfully Around the World

Many laws govern the conduct of trade across borders. If you are involved in the movement of products, services or information across international borders, make sure you know and comply with the requirements associated with the countries in which you do business. Also, ensure the integrity of our supply chain – communicate our policies to others who conduct business on our behalf.

## Be Responsible in Your Political Activities

We believe in the right of employees to participate in the political process. You are encouraged to be politically active as individual citizens, but be sure your participation takes place on your own time and at your own expense.

***"We pride ourselves on listening to others outside our company and reacting quickly and responsibly if issues emerge. We hope to continue making a positive and lasting contribution to our world in the years to come."***

## Speak Up

If you have questions about the Global Code of Conduct or are concerned about conduct that you believe violates HanesBrands standards or the law, talk to your manager. If this seems inappropriate or if you don't believe the person to whom you reported your concern has taken appropriate action, talk to human resources, the law department or a Code of Conduct Officer. We prohibit retaliation against any individual who raises an issue or concern in good faith or anyone who is involved in an investigation.



## Using the Resource Line

Contact the Global Ethics and Compliance Office directly by email at [Ethics.Compliance@Hanes.com](mailto:Ethics.Compliance@Hanes.com) or through the web at [www.HBIResourceLine.com](http://www.HBIResourceLine.com). If you would rather call, instructions for making calls depend on the country you are calling from and the type of service that is supported. Find the country you are calling from on the next page and follow the instructions.

In each of the countries listed, you can dial the local telephone number to call the HanesBrands Resource Line toll-free, 24 hours a day, 365 days a year. Your call will be routed to our resource line service provider, NAVEX Global; no operator assistance is required. Your call will be answered in your own language, or a translator will be available to help you ask your questions or report your concerns.



COUNTRY	RESOURCE LINE PHONE NUMBER	COUNTRY	RESOURCE LINE PHONE NUMBER
Argentina	0-8002664521	Italy (includes San Marino, Vatican City)	800-790810
Australia	1-800-23-7923	Japan	0120-068200
Austria	0-800-200-288, then 8887880061	Jordan	1-880-0000, then 8887880061
Belgium	0800-77004	Mexico	01-800-062-12-25
Brazil	0800-76-21055	Netherlands	0-800-022-9111, then 8887880061
Canada	888-303-7522	New Zealand	508761858
China	4008811280	Philippines	1-800-1111-0933
Czech Republic	800-144-072	Poland	00-800-111-1111, then 8887880061
Dominican Republic	1-809-200-0188	Portugal	800-800-128, then 8887880061
El Salvador	800-6298	Puerto Rico	888-303-7522
France (Includes Andorra)	0-800-91-1435	Romania	0-808-03-4288 (Romtelecom), then 8887880061
Germany	0-800-225-5288, then 8887880061	Russia	8-10-800-110-1011, then 8887880061 8-495-363-2400, then 8887880061 8-812-363-2400, then 8887880061
Greece	00800-12-6576	Slovak Republic	0-800-000-101, then 8887880061
Guatemala	1-800-6240091	South Africa	0-800-992-777
Honduras	800-2557- 5777, 2557-5777 (mobile phone)	Spain	900-99-0011, then 8887880061
Hong Kong	30713863	Switzerland	0-800-890011, then 8887880061
Hungary	06-800-011-11, then 8887880061	Thailand	001-800-44-14595
India	000-8004401997	United Kingdom & Northern Ireland	0808-234-6909
Indonesia	0-80011-42637	United States	888-303-7522
Ireland	00-800-222-55288 (UIFN), then 8887880061 0-800-89-0011 (Northern), then 8887880061 1-800-550-000, then 8887880061	Vietnam	0221-362-6959 (Hung Yen) 0234-395-2145 (Phu Bai)

# Speak Up

(Continued)

## INSTRUCTIONS FOR CALLS MADE OUTSIDE THE COUNTRIES LISTED IN THE PREVIOUS PAGE

For other countries not included on the previous page, employees can still call the Resource Line, toll-free, by dialing the AT&T Direct Access Number for that country first.

Go to <https://www.business.att.com/bt/access.jsp> to find the number for your country. On rare occasions, AT&T suspends, removes or otherwise updates country access codes. This is outside the control of our resource line service provider. For this reason we recommend that you first visit the link <https://www.business.att.com/bt/access.jsp?c=0> to verify the country code.

To make a toll-free call to the Resource Line for the countries not listed in the previous page:

1. Dial the AT&T Direct Access Number for your country.
2. Wait for the automatic voice message at connection.
3. Continue by dialing 888-303-7522 to connect to the Resource Line.
4. Your call will be taken by an independent operator who will explain the next steps.
5. If you do not speak English, tell the operator what country you are calling from or the language you speak. The operator will connect an interpreter to the call to translate.
6. In case you have questions, please contact a Code of Conduct Officer.

For local regulatory reasons, employees based in certain European Union countries are **REQUIRED** to report only accounting, internal accounting controls, auditing matters, bribery and conflicts of interest, banking and financial crimes issues through the Resource Line phone and email systems. Other matters in these countries may be reported through the Resource Line or may be reported through local management, local human resources or the local Code of Conduct Officer.





**HanesBrands** supports employee's right to speak out about matters of public concern or engage in certain activities related to the terms and conditions of their employment. Nothing in this **Code** or in any of our policies is intended to limit or interfere with the right to engage in activities protected under Section 7 of the U.S. National Labor Relations Act, or any other local laws or applicable regulations, such as discussions related to wages, hours, working conditions, health hazards and safety issues.

In addition, nothing in this **Code** prohibits you, without notice to the Company, from reporting any possible violation of law or regulation to any government agency or entity during or following your employment.

The existence and content of our **Code of Conduct** will be disclosed to shareholders and will be available on **HanesBrands'** website. Any waiver of any of the provisions

of the **Code** for executive officers or directors may be made only by the Board of Directors or our Audit Committee and such waiver will be promptly disclosed as required by law or stock exchange listing requirements.

The provisions of the **Code** and this **Integrity Guide** are in addition to, and do not modify, replace or supersede **HanesBrands'** other policies or procedures.

Neither our **Code** nor this **Integrity Guide** are intended to be and do not constitute a contract of employment between **HanesBrands** and its employees. If you are a U.S. employee and do not have an Employment Agreement with **HanesBrands**, you are an employee at will. This means that you have the option of resigning from your employment at any time, for any reason or no reason, with or without prior notice. Conversely, **HanesBrands** has the same option to terminate your employment at any time, for any reason or no reason, with or without prior notice.

