

Global

Environmental

Health
& Safety


MAIDENFORM







BALI

GEHS

HANES *Brands Inc*

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1 | INTRODUCTION

At HanesBrands (HBI), we are creating a more comfortable world for every body. This includes looking out for one another and going the extra mile to ensure that our associates, contractors, and visitors are in a safe and healthy environment.

To achieve this, HBI has implemented a comprehensive and integrated Global Environment, Health, and Safety (GEHS) management system. This manual is designed to serve as a comprehensive guide to the Global EHS management system. It is an excellent source for obtaining a high-level understanding of the company's Global EHS requirements and the tools available to meet those requirements.

The manual can also be used as a central reference source to access information on specific programs, procedures and components of the management system as needed. GEHS is in alignment and structured within the Plan-Do-Check-Act (PDCA) framework as visualized below:



2 | GEHS SCOPE

GEHS COVERS **ALL OPERATIONS GLOBALLY.**

This includes:



MANUFACTURING



DISTRIBUTION



RETAIL STORES



OFFICE LOCATIONS

HBI **ASSOCIATES, VISITORS, CONTRACTORS** AND OTHERS WHO MAY BE **PRESENT AT AN HBI SITE** ARE REQUIRED TO **ADHERE TO THESE REQUIREMENTS.**



Each HBI site must always comply with the **regulations of the country of its operation.**

- Whenever there are **contradicting** requirements **between local regulations and GEHS**, the facility must **follow the more stringent standard.**
- **GEHS excludes our turnkey source suppliers** because those locations' requirements are **covered by our Global Standards for Suppliers (GSS) program.**

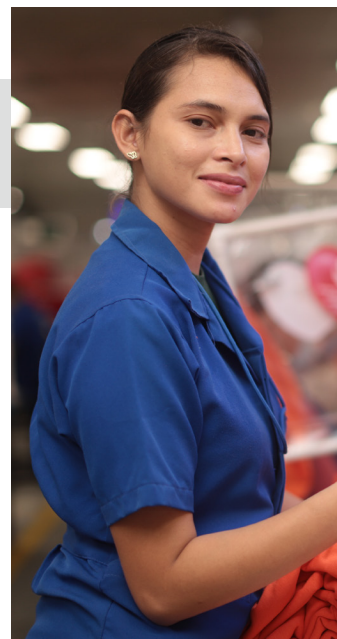
3 | VISION

At HBI, we are committed to creating a more comfortable world for every body. This includes the health and safety of our associates and the protection of our environment. HBI is committed to being a leader in this effort and to positively impacting our associates and the communities where we live and work.

To achieve this vision, we have and will continue to set aggressive health, safety and environmental goals and will actively engage our associates and a range of stakeholders in these efforts.

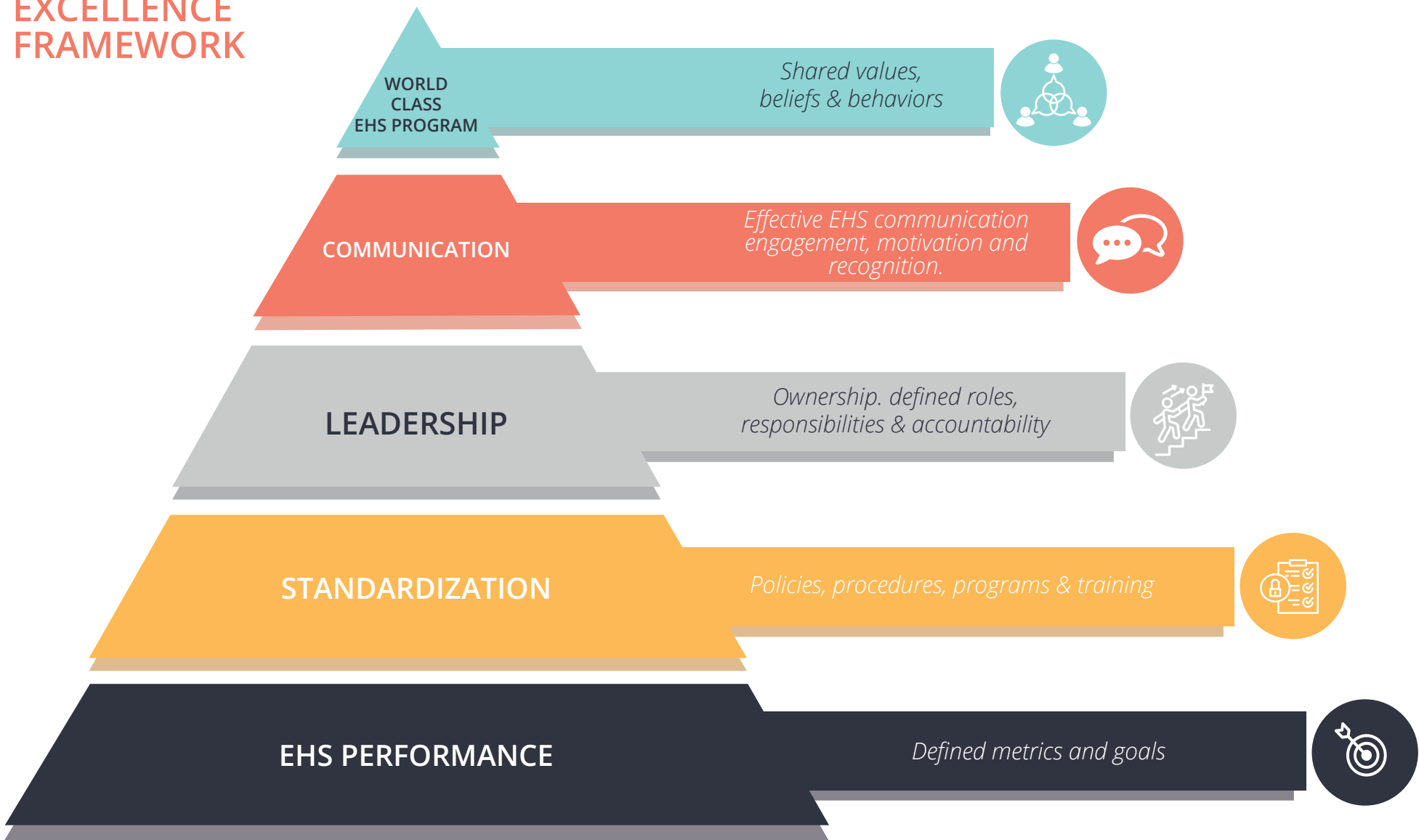
We believe that working with a shared set of beliefs and clear and defined responsibilities is critical to driving positive results and creating a healthy and safe workplace for all associates and an environment that will support future generations.

4 | GEHS EXCELLENCE FRAMEWORK



At HBI we play to win. We strive for excellence in everything we do. For decades, we have been and will continue to be leaders in environmental, health and safety. Our aim is to have world-class safety and environmental programs that set the standard in our industry. To achieve and maintain this vision, the following GEHS Excellence Framework has been established:

GEHS
EXCELLENCE
FRAMEWORK



5 | GEHS ROLES, RESPONSIBILITIES & AUTHORITIES

HBI's commitment to environmental sustainability and the health and safety of its associates requires the coordinated activities of associates at all levels and at all locations. The purpose of this section is to outline specific responsibilities associated with selected key positions and levels of responsibility within the organization. This section also includes information concerning the activities of the facility's GEHS Steering Committee, which serves as the key organizational group within each facility to support GEHS efforts.

The actions and responsibilities described in this section are not intended to be all-inclusive, but rather to serve as guidance in defining the HBI GEHS organization.



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Responsibility is defined as an individual's requirement to fulfill assigned duties. Authority implies the right to make decisions and the power to direct others. Responsibility and authority can be delegated to subordinates, giving them the right to act for superiors. While some responsibilities can be delegated, the facility manager always remains accountable for their completion. The following table lists key responsibilities and authorities for a wide array of HBI associates from management through individual associates.

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HBI Executive Leadership

- Establish EHS management as a priority through periodic associate communications.
- Allocate and assure financial, technical and staff resources to fully implement EHS compliance, sustainability and improvement programs.
- Review the company's EHS performance and make recommendations for improvement.
- Recognize special contributions or excellence in EHS performance.
- Ensure that EHS is included in all capital projects and plans for facility expansion or new business development.
- Provide direction in the overall development, implementation and improvement of GEHS.



Sr. Vice President, Director of Supply Chain and Vice President of functional areas

- Include EHS performance in the overall metric reviews of supply chain support, division, business unit and functional areas.
- Allocate and assure financial, technical and staff resources to fully implement EHS compliance, sustainability, and improvement programs.
- Establish a strong safety emphasis, and a clear-cut understanding of specific duties and responsibilities. Require high standards of EHS performance from all those under your supervision.
- Translate corporate EHS goals and strategies into regional or functional area goals and strategies; monitor progress against established goals.
- Recognize special contributions or excellence in EHS performance.
- Allocate capital and other resources to assure the ongoing growth and success of GEHS.



Chief Sustainability Officer and Director of Global Corporate Safety and Sustainability

- Design, implement, maintain, and continuously improve GEHS which provides for the overall direction of EHS efforts for each site.
- Provide input to HBI executive management regarding GEHS implementation, issues, performance, strategies, and initiatives.
- Advise facility management and EHS leaders in promoting, coordinating, implementing and evaluating EHS activities.
- Conduct facility audits and program evaluations.
- Consult as appropriate with the facilities engineering director to ensure that all plans and specifications for new or proposed changes in processes, equipment or methods are reviewed for compliance with EHS standards before acceptance for use.
- Review facility and company EHS information; evaluate and advise on adverse trends and recommend audits and improvements as necessary.
- Verify EHS data/information publicly disclosed through the HBI sustainability website, corporate publications or external reporting media.



HBI Global EHS Steering Committee (high-level, cross-functional corporate team)

- Unify the corporation's worldwide efforts in health and safety and environmental sustainability.
- Provide high-level program direction and input for corporate goals and metrics.
- Participate in the development, review and communication of information relative to HBI's global EHS efforts.



Director of Facilities Engineering

- Lead and participate in cross-functional technical reviews to analyze the potential environmental impacts of our products, processes and regulatory changes.
- Provide technical expertise and project management to fully implement specific EHS initiatives and to develop and implement projects to conserve environmental resources, improve safety and reduce environmental impacts.
- Support corporate EHS in analyzing hazards and providing engineering solutions.
- Provide design specifications that ensure the least amount of EHS risk possible including:
 - I. Air pollution
 - II. Energy use
 - III. Hazardous fumes
 - IV. Groundwater contamination
 - V. Hazardous waste disposal
 - VI. Product retirement (recycling, landfill, etc.)
 - VII. Machine operation outside human capabilities (human reaction time, manual overrides, interlocks, etc.)
 - VIII. Repetitive and/or strenuous physical motion
 - IX. Isolation of mechanical and electrical hazards
- Advise maintenance on the safe methods to use for performing maintenance-related activities on equipment and facilities.
- Provide cost-beneficial solutions for the elimination/reduction of EHS hazards.
- Provide assistance to facilities to implement operating procedures that assure compliance with regulatory and Global EHS requirements.



HBI Legal Department

- Advise HBI senior management of potential legal issues relevant to EHS operations.
- Provide regulatory interpretation to HBI corporate safety and sustainability, HBI facilities engineering and other HBI corporate staff to assure that policies, procedures, and operations meet applicable environmental, health, and safety standards.
- Work with HBI corporate safety to obtain outside legal resources and assist facilities in addressing specific EHS concerns or responding to specific action plan items.
- Manage the legal and compliance aspects of facility expansions, process changes or closures as they relate to EHS issues.
- Manage environmental due diligence activities with respect to acquisitions, leases, divestitures, joint ventures, contracted manufacturing, licensees and product environmental compliance.



Facility Manager

- Clearly define the specific EHS responsibilities of facility personnel at all levels and support training activities to ensure that all associates receive appropriate training.
- Endorse and oversee the full implementation of Global EHS at the facility.
- Serve as top management for the site with direct accountability for all aspects of environmental management and safety (associates, facility, and surrounding community) at his/her facility.
- Assure that all environmental, safety and health laws, regulations and HBI policies are followed by making business decisions that support compliance.
- Manage the development, review and implementation of facility EHS A3s.

- Demonstrate commitment and ownership to environmental management and the importance of safety through leadership by example and visibility to the facility management team and all associates.
- Allocate facility resources (e.g. staffing, budgeting, training, materials, etc.) to support the safety and health of associates, as well as environmental compliance, sustainability and GEHS implementation and maintenance.
- Appoint facility EHS leader(s) and back-up(s) with a description of the assigned areas of responsibility for administering Global EHS.
- Ensure that required permit applications, monitoring reports, and all other regulatory documents are accurate, signed by the legally required person, and submitted to regulatory agencies as required. Approve all facility documents prior to external submission.
- Review and sign all Supervisor's Accident Investigation reports and make any comments regarding deficiencies in determining root cause.
- Make frequent walk-through inspections checking on maintenance of housekeeping standards and the discovery and elimination of hazards. These safety and environmental inspections should be conducted at least once a month.
- Establish and chair a cross-functional facility EHS Steering Committee made up of members of the facility management team that meets regularly (at least monthly) to review the EHS status of the facility. Other facility supervisory associates and regional staff support personnel may serve on the EHS steering committee at the discretion of the facility manager.
- Assign specific leadership responsibility to members of the facility management team (program "ownership") for each specific EHS management program applicable to the facility.
- Immediately communicate all potential emergency or material non-compliance issues or other areas of EHS concern to the designated contacts within the HBI legal department, corporate safety and sustainability and the HBI facilities engineering group.
- Require enforcement of the facility and department-specific safety rules and ensure that appropriate disciplinary action is applied for safety violations regardless of whether or not an injury occurs.
- Provide a year-end EHS performance report that includes the accomplishments tied to the A3 goals, the EHS action plan, regulatory compliance and accident experience.



Facility EHS Manager, or Coordinator or Superintendent(s) (aka EHS Leader)

- Administer GEHS and report to the facility manager. The position should be a full-time position and will include the duties involved with implementing the company's EHS program. In facilities or sites with lower complexity of risk, the EHS leader may have multiple facilities and sites or combined duties.
- Coordinate the facility EHS steering committee meetings.
- Responsible for the implementation and maintenance of Global EHS and directly involved in developing and coordinating the safety action plan and environmental programs for the facility.
- Supervise and coordinate compliance with government regulations and Global EHS.
- Provide technical input, training resources and other assistance as required to members of management designated by the facility manager to be program "owners" for the implementation of specific EHS management programs.
- Establish a written EHS action plan that incorporates the planning for implementation and maintenance of Global EHS elements.
- Advise facility management immediately of any imminent hazards.
- Work with facility staff to develop site-specific procedures to support Global EHS.
- At the direction of the facility manager, lead and document facility EHS self-assessments and GPS audits.
- Assure all chemicals used within the department are approved prior to purchase, receipt or use by verifying the full implementation of the electronic chemical management system.
- Implement and administer the fire prevention and control programs (property conservation) in accordance with the requirements of the Hanesbrands Global insurance and risk management department.
- Prepare and distribute statistical reports of EHS performance and activities to management and corporate EHS.
- Propose changes to Global EHS to strengthen and improve it.
- Provide input to and (after approval by the facility manager) publish facility EHS A3s and other action plans.
- Advise facility supervisors in promoting, coordinating and evaluating EHS activities
- Review all reports of the facility and departmental EHS activities and accidents.

- To the extent possible, work with local sources to stay current with changes to local regulations. Communicate potential changes to the HBI legal department, corporate EHS and facility engineering.
- Where possible, require outside contractors to have sufficient insurance coverage and ensure they comply with expected EHS standards.
- Assist in the completion of hazard assessments for establishing standards for the uniform issuance and use of personal protective equipment.
- Consult with the maintenance or engineering manager to see that all plans and specifications for new or proposed changes in processes, equipment or methods are reviewed for compliance with EHS standards before acceptance for use.
- Partner with human resources and facility medical teams to ensure first aid and medical capability as it pertains to ergonomics and workplace injuries.



Facility Department Managers

- Support Global EHS through the implementation and execution of all applicable program elements.
- Maintain a high level of knowledge of corporate, facility, and department EHS management policies, impacts and procedures.
- Comply with regulations and HBI standards by assuring full implementation of all required EHS policies and procedures as they affect the operations within the scope of responsibility.
- Participate in facility EHS steering committee meetings as required.
- Provide input to facility A3's and action plans.
- Instruct all supervisors in their specific EHS duties and responsibilities.
- At least monthly, conduct inspections of areas within the department that have potential EHS impacts and communicate status to the facility manager.
- Review the department's safety record and status of all requirements as detailed in the safety action plan.

- Working with the facility EHS leader, develop and implement facility or job-specific procedures to manage potential EHS impacts within the department.
- Ensure all chemicals used within the department are approved prior to purchase, receipt or use by verifying full implementation of the electronic chemical management system.
- Demonstrate personal commitment to EHS management through day-to-day actions, observations and conversations with others.
- Provide recognition opportunities for supervisors, associates or teams who demonstrate strong commitment to EHS improvement.



Facility Supervisors

- Provide face-to-face oversight with associates and influence work behavior and conditions. Foster a respectful and cooperative relationship with associates while also providing leadership to maintain authority.
- Maintain a high level of knowledge concerning potential EHS issues impacting the operations of their work group.
- Require maintenance and service associates to maintain EHS standards and proper housekeeping.
- Identify and implement procedures to minimize, reuse, recycle, and otherwise manage solid wastes and to minimize and manage energy and water consumption.
- Follow-up on concerns and suggestions concerning EHS issues and insist that all supervisors be responsive to associate concerns about EHS.
- Instill in all supervisors the importance for EHS leadership by action, example and training.
- Understand thoroughly that safety, sustainability, quality, and production are of equal importance and go hand-in-hand.
- Comply with EHS regulations and HBI standards by assuring full implementation of all required policies and procedures as they affect the operations within their scope of responsibility.
- Demonstrate personal commitment to EHS management through day-to-day actions, observations and conversations with associates and others.

- Inspire safety and environmental responsibility in each associate. Discuss the associate's particular job hazards, potential environmental impacts, appropriate EHS procedures and provide feedback on relevant behavior.
- Review daily all physical areas within their responsibility that have potential environmental impacts or safety hazards.
- Ensure that the suggestions and concerns of associates relative to EHS concerns are communicated and/or addressed promptly.
- Maintain up-to-date records of accidents/incidents for associates supervised.
- Identify opportunities to recognize positive associate performance relative to EHS management and communicate these opportunities to appropriate facility management.



Maintenance Manager, Facility Services.

- Provides much of the technical support to the EHS program in the installation, repair, maintenance, modification and removal of machinery and equipment in a facility. This position potentially interfaces with every associate in the workplace.
- Ensure that contractors retained by maintenance or engineering conduct their activities in compliance with all applicable EHS standards by providing a contractor safety orientation to the HBI contractor program prior to the start of any work.

- Require all associates within the work area to adhere to good safety and housekeeping practices. Make spot checks to determine that appropriate PPE is being used and to appraise the condition of equipment and storage facilities.
- Make a detailed investigation of all accidents that cause injury. Immediately after the investigation, prepare a Supervisor's Incident Investigation Report.
- Identify opportunities to recognize positive associate performance relative to EHS management and communicate these opportunities to appropriate facility management.
- Display by action and leadership the importance of the safety and wellbeing of all associates supervised.

- Assist line management in engineering safety into new machinery and processes.
- Make safety observations and report any unsafe acts or conditions to the appropriate person for correction.

- Support the facility manager and local EHS leader in the safety inspection of all new equipment before it is released for associate use.
- Ensure that each maintenance associate, upon initial hire and annually thereafter, reviews the JSA's pertaining to their work.

Facility EHS Steering Committee

- Conduct monthly meetings to manage facility EHS performance.
- Review the GEHS requirements applicable to the facility and develop and implement an action plan (A3) for all GEHS elements and applicable regulatory requirements.
- Keep and maintain an agenda with minutes for each meeting and maintain meeting records as specified by the HBI records management program. Meeting records should cover the following information, as applicable:

I. Any issues of environmental or safety non-compliance.

II. Performance against environmental and safety metrics.

III. Status of facility A3's and action plans.

IV. Status of EHS projects

V. LEAN events or other associate involvement activities related to EHS.

VI. EHS impacts from potential process changes.

VII. Other key EHS action items (new permits, etc.)

All HBI Associates

- Play a vital role in the success of the EHS process by being actively engaged and committed.
- Adopt work practices that conserve energy and minimize waste.
- Report leaks, spills or other environmental concerns to supervisors or managers immediately.
- Assist facility management as requested to implement EHS management programs or program elements and to provide training to other associates.
- Use all assigned personal protective and safety equipment as required by the JSA.
- Use the correct tools and equipment for the job and maintain tools in good, safe condition.
- Develop a personal safety culture and have appropriate concern for yourself and others.
- Strive to protect the environment both at work and at home and carry your safety knowledge home to your family.
- Know the emergency response procedures for your area.
- Be aware of potential safety hazards and environmental impacts of their job and perform inspections of the equipment associated looking for potential safety or environmental issues.
- Maintain assigned equipment in such a way as to prevent leaks of oil or other fluids and maximize equipment efficiency.
- Assist facility management as requested to implement EHS management programs or program elements and to provide training to other associates.
- Follow all safe work procedures and rules.
- Report any near miss, property damage, environmental release, injury or illness immediately.
- Report unsafe or hazardous acts and/or conditions. Monitor and report on rule violations and unsafe acts by contractors or visitors.
- Understand the hazards associated with your job and develop a disciplined approach to working in a safe and sustainable manner.
- Support your co-workers by helping them work safely and sustainably.

6 | GEHS LEGAL AND OTHER REQUIREMENTS

Every HBI facility shall fully understand the EHS regulatory requirements that pertain to the facility's operations. Each facility will comply with these regulations and the GEHS program. Whenever there are conflicts between regulatory requirements and the GEHS program, the facility shall follow the more stringent standard.

- Every HBI facility must know and understand the laws and regulations that pertain to the facility's operation. Each facility will maintain documentation of which regulations apply and the requirements such as required reports and filing dates (ie. compliance calendar and/or compliance matrix). This should be updated at least annually or when material changes occur.
- The facility manager and EHS leader are responsible for keeping current with all EHS standards and government regulations. Means of researching this information will be made available to the EHS leader. It may consist of communications with the legal department, internet access, local environmental and/or safety organizations, publications, direct contact with government agencies and/or others as appropriate.
- The HBI legal department will provide additional direction to facility managers as needed to determine the applicability of specific regulatory requirements.
- Required regulatory postings for EHS shall be obtained, posted and kept current.
- Additional voluntary programs that HBI participates in including Energy Star, science-based targets, CDP, Higg FEM and others may also apply to the facility. As with regulatory requirements, each facility manager is responsible for ensuring conformance with these requirements.
- Requirements of these other programs will be communicated to the facility managers and EHS leaders by the corporate sustainability department.

The following matrix summarizes the EHS requirements that are most commonly applicable to a given operation, activity or equipment installation. This matrix is a guidance document only intended to assist facility managers and EHS leaders to more quickly determine the areas of EHS management that impact their specific facility.

It is not meant as a comprehensive review of individual requirements or operations. Typical operations, activities and equipment are listed across the top of the matrix and potential requirements are listed down the left side. The intersection of each row and column indicates whether a particular requirement is typically applicable. (For example: a facility with air conditioning may be impacted by regulations covering air emissions, ozone depletion and hazardous waste management, as shown on the matrix.)

	Air-Cooled Cars	Air Conditioning (HVAC)	Battery Charging	Bleed Operations	Chemicals - General	Chemicals - Process	Chemical Tanks	Computer Equipment	Drinking Water	Dryers - Cloth (Bloom)	Electrical Transformers (Nuisia)	Emergency Generator	Empty Containers	Exhaust Fans & Vents	Fuel Oil/Chiller Units	Gas - Chlorine	Gas - Sulfur	Insulation - Pipes & Walls	Manufacturing - General	Manufacturing - Wet Process	Medical Department	Outside Storage & Maintenance	Pesticide Application	Refrigerators & Water Fountains	Septic Tanks	Solid Waste Disposal	Solvent Cleaning - Maintenance	Spot Cleaning - Garments	Underground Storage Tanks	Underground Water Tanks	Used Lamps	Vehicle Maintenance - General	Vehicle Maintenance - Trucks	Wastewater Discharge Office	Wastewater Treatment Plant	Water Supply - Onsite	Hazardous Waste	Sludge Generation	Fire Pump		
Compliance Area	Environme ntal																																								
General Environmental Permitting		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Air Emissions	X										X					X																									
Air - Ozone Depletion																																									
Asbestos Management		X																X	X																						
Community Right-to-Know			X	X	X	X	X	X			X	X				X	X																								
Emergency Planning			X	X	X	X	X	X			X	X				X	X																								
Hazardous Waste Management	X	X	X										X								X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
PCB Management																																									
Pesticides Management					X							X												X																	
Storage Tanks			X		X	X										X	X																								
Stormwater Management			X	X	X	X						X	X																												
Used Oil Management			X	X	X	X															X	X																			
Universal Waste Management	X	X																																							
Wastewater Discharge/Pre-treatment					X	X	X							X																											
Chemical management																																									
Water Supply/Drinking Water					X	X	X	X																																	
Health & Safety																																									
Electrical	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Risk Protection	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
General Env Controls	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Hand-Held Equipment/Power Tools					X																																				
Hazardous Materials/Waste	X	X	X		X	X	X				X	X			X	X																									
Machinery/Machine Guarding		X	X	X	X			X	X	X	X		X																												
Medical & First Aid																																									
Gen. Health & Env Control	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Personal Protective Equipment	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Powered Platforms/Lifts																																									
Toxic & Hazardous Substances	X	X	X		X	X	X				X	X			X	X																									
Walking-Working Surfaces	X	X	X	X	X	X	X				X	X			X	X																									
Employee Training																																									
Powered Lifts/R																																									
Other - Voluntary Reporting Frameworks																																									
Carbon Disclosure Project	X	X	X		X					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Energy Star		X	X													X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Higg FEM																																									

To see the full matrix, go to the next page

Compliance Area	Aerosol Cans	Air Conditioning (HVAC)	Battery Charging	Boiler Operations	Cafeteria	Chemicals - General	Chemicals - Process	Chemical Tanks	Computer Equipment	Drinking Water	Dryers - Cloth (Steam)	Electrical Transformers (liquids)	Emergency Generator	Empty Containers	Exhaust Fans & Vents	Fuels Onsite - Liquid	Fuels Onsite - Gas	Insulation - Pipes & Walls	Manufacturing - General	Manufacturing - Wet Process	Medical Department	Outside Storage & Maintenance	Pesticide Application	Refrigerators & Water Fountains	Septic Tanks	Solid Waste Disposal	Solvent Cleaning - Maintenance	Spot Cleaning - Garments	Underground Storage Tanks	Underground Water Tanks	Used Lamps	Vehicle Maintenance - General	Vehicle Maintenance - Indus. Trucks	Wastewater Discharge Offsite	Wastewater Treatment Plant	Water Supply - Onsite	Hazardous Waste	Waste water discharge on site	Sludge Generation	Fire Pump		
Environmental																																										
General Environmental Permitting				X	X	X	X	X		X	X			X	X	X	X			X	X		X			X	X		X	X	X				X	X	X	X	X	X		
Air Emissions		X		X			X	X			X		X		X	X	X				X								X							X						
Air - Ozone Depletion		X		X																				X					X						X							
Asbestos Management				X														X	X																							
Community Right-to-Know			X	X	X	X	X	X				X	X			X	X			X								X	X													
Emergency Planning			X	X	X	X	X	X				X	X			X	X			X							X	X	X						X	X		X	X			
Hazardous Waste Mangement	X	X	X			X	X		X			X		X					X	X	X		X	X	X	X	X	X	X	X		X	X	X		X		X				
PCB Management												X																														
Pesticides Management					X																			X													X					
Storage Tanks				X			X	X					X			X	X				X									X	X					X	X					
Stormwater Management				X	X	X	X	X					X	X		X				X		X					X				X		X	X		X						
Used Oil Management				X	X	X	X						X						X								X	X						X	X							
Universal Waste Management	X		X																					X								X										
Wastewater Discharge/Pretreatment					X	X								X					X	X					X	X									X	X			X	X		
Chemical management						X	X	X											X	X			X	X				X	X	X												
Water Supply/Drinking Water					X	X	X	X		X									X	X			X		X					X	X				X	X	X					
Health & Safety																			X	X			X		X					X	X				X	X	X					
Electrical		X	X	X	X				X		X		X		X				X	X				X									X	X		X						
Fire Protection	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			X
General Env Controls	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Hand-Held Equipment/Power Tools					X															X	X		X	X										X	X							
Hazardous Materials/waste	X	X	X			X	X	X				X		X		X	X		X	X		X	X	X		X	X	X	X		X	X	X	X	X		X	X	X			
Machinery/Machine Guarding		X	X	X	X			X	X		X	X	X		X				X	X		X			X	X			X	X		X	X	X	X	X						
Medical & First Aid																					X																					
Occ. Health & Env Control	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X					
Personal Protective Equipment	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X					
Powered Platforms/Manlifts																																X	X	X								
Toxic & Hazardous Substances	X	X	X			X	X	X				X		X		X	X			X	X		X	X	X		X	X	X	X		X	X	X		X						
Walking-Working Surfaces	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X					
Employee Training	X	X	X			X	X	X						X						X	X			X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Powered lift/truck			X																																X			X				
Other - Voluntary Reporting Frameworks																																										
Carbon Disclosure Project	X	X	X	X	X	X			X		X		X		X	X	X		X	X				X			X							X	X		X					
Energy Star		X	X	X	X				X		X		X					X	X	X				X											X		X					
Higg FEM	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	

7 | GLOBAL EHS ASPECTS, IMPACTS, & HAZARDS

HBI identifies the potential and actual environmental aspects and impacts that each facility controls and over which it may be expected to have an influence. It then determines which of those are considered significant. Aspects and impacts will be identified for their activities, products and services considering a life cycle perspective. Significant aspects will be considered a high risk and controls put in place to lower that risk to an acceptable level. Significant aspects are identified and ranked without consideration of control measures and then reevaluated and given a ranking with controls in place. HBI will also manage environmental risks associated with changing circumstances and emergency prevention and response procedures.

In addition to environmental aspects and impacts, HBI has multiple methods of identifying health and safety hazards, determining associated risks and implementing controls for unacceptable risks. Each facility manager and/or EHS leader, working with the facility's EHS steering committee, is responsible for the overall process of identifying environmental aspects and impacts and health and safety hazards, as well as evaluating the significance of environmental aspects and impacts. Additional guidance may be provided from the global sustainability steering committee or other key corporate associates.



8 | GEHS OBJECTIVES AND PLANS (A3s)

The global EHS steering committee is responsible for the overall process of establishing EHS objectives for HBI with the corporate strategic safety and environmental A3. The facility manager and EHS leader, in cooperation with the EHS steering committee at each facility, is responsible for contributing to the achievement of those goals.

The global EHS steering committee shall establish EHS objectives based on:

1. Significant safety or health hazards
2. Significant environmental aspects and impacts
3. HBI's global sustainability goals
4. Recordable incident rates
5. Legal and other requirements (including regulations, science-based targets, Higg FEM, Carbon Disclosure Project, Energy Star, and/or other external programs)
6. Risks that could result in serious injury or environmental impact

For each of these, the global EHS steering committee will discuss potential objectives and document considerations including:

1. Technological options
2. Financial, operational and business requirements
3. Views of interested parties

Based on the above considerations, objectives will be established on a global basis (corporate strategic A3). These will be documented and communicated to the facility managers and EHS leaders for individual facility A3 development to achieve the global objectives. Each facility will use self-assessments, incident analysis, prior year's performance, HBI's global sustainability goals and other data to initiate appropriate safety and environmental targets and action plans for achieving them.

The facility EHS leader will develop a draft action plan for the facility. The draft action plan will be reviewed by the facility EHS steering committee and finalized/approved by the facility manager. The facility manager will submit the action plan(s) to HBI corporate safety and sustainability. Each of these plans will identify resources needed for the completion of specific items. Where capital spending, outside consulting or similar external resources are required, the HBI director of global corporate safety and sustainability will assist facilities to quantify and budget those resources. Facility action plans will include due dates and responsibilities for each milestone and metrics for demonstrating progress toward the objectives. The action plans will be documented and tracked to completion including the following:

1. *Current performance (actual and target)*
2. *Historical or past factors that contribute to current performance*
3. *Summary analysis/justification of actions to be taken*
4. *Action plan to address continuous improvement*
5. *Follow-up and listing of potential or unresolved issues*

Action plans will be prepared by the end of January each year and reviewed monthly by the facility EHS steering committee to monitor progress toward goals. Action plans will be formally updated quarterly, or as otherwise directed, and resubmitted to the director of global corporate safety and sustainability when requested. As required, the director of global corporate safety and sustainability will highlight key items from facility action plans to be included for review in the monthly Key Initiatives Review (KIR) meeting with HBI, EVP of global operations.



9 | GEHS METRICS & REPORTING



EHS Metrics

Metrics are defined as those measurements which indicate the progress of a facility in meeting established objectives.

1. *At least annually (or when corporate goals are modified), HBI corporate safety and sustainability will identify KPI's and propose metrics for tracking individual facility performance in support of corporate EHS goals.*
2. *The proposed metrics will be submitted to the global EHS steering committee for approval or modification. Once approved, HBI corporate safety and sustainability will communicate the metrics to each facility manager.*
3. *Each facility manager and their EHS steering committees will develop facility-specific goals based on the HBI corporate goals and metrics.*
4. *The facility EHS steering committee will include these metrics in the facility EHS A3s (with responsibility and timeline) and will review performance against goals on at least a quarterly basis.*



EHS Reporting

The facility EHS leader will report facility performance versus metrics at required intervals. Reports will be complete and accurate and submitted according to the specified deadlines.

Each site is required to report on its safety metrics every month. The incident metrics to be reported to HBI corporate will use OSHA injury and illness recordkeeping and reporting guidelines as a standard. The monthly report will include:

1. **DATA:** Incident-related numbers (hours worked, recordable cases, DART cases, restricted duty/transfer days, days away cases, days away, first aid, near misses, property damage, temporary labor statistics, musculoskeletal disorders case, etc.
2. **INCIDENT TRACKING:** Complete information to include: date of accident, employee name (as permitted by local or country laws and/or HBI Privacy Policy), department, accident description, injury, accident type codes and corrective action taken.
3. **AUDITS:** Complete tracking of audits conducted and EHS steering committee meetings held each month.
4. **TRAINING:** Records of specific training topics presented each month (must at a minimum comply with the corporate training calendar).
5. **A3 COMPLETION:** Percentage of completion of the site's EHS A3.
6. **INCIDENT INVESTIGATION REPORTS:** Submission of accident investigation reports for the reporting month for each recordable accident. Must be complete and signed by the investigating supervisor, department manager, facility manager and EHS leader. Supporting documentation is also required to be provided.

Each site is also required to report on its environmental metrics every month.

1. **DATA:** Environmental metrics (air emissions, water usage, energy usage, solid waste disposal/recycling quantities, etc.) will be reported through the Resource Advisor system.
2. **INCIDENT TRACKING:** Any environmental releases, non-compliances, or environmental parameters exceeding regulations or standards need to be reported to HBI legal department and the director of corporate safety and sustainability promptly. Corrective action plans must also be reported after the initial report.

Regulatory reporting may include the above or other information as required. All communications, including regulatory reports, submitted to government agencies must be communicated/reviewed by HBI legal department prior to submittal.

10 | GEHS AUDITING

EHS assessments and audits provide a standardized and comprehensive format for facilities to evaluate their continual improvement and implementation of the Global EHS management system. A Corrective Action Plan (CAP) will be included in every written audit identifying the deficiency, the desired corrective action, the person responsible and the date of expected completion. HBI regularly utilizes five types of facility EHS evaluation tools:

1. The GEHS self-assessment is designed as a facility management tool to evaluate the status of GEHS implementation. These self-assessments are to be conducted on a yearly basis by the facility GEHS steering committee with action plans generated to address gaps and areas needing improvement. Results shall be summarized by the facility EHS leader and reviewed by the facility manager. Results are then to be communicated to corporate safety and sustainability.
2. The GPS compliance audit is a review of multiple operational areas (finance, labor, safety, energy, environmental, security, etc.) and is conducted regularly by an external monitoring company to measure compliance with Global EHS and other policies. GPS compliance audits will be scheduled and directed by the HBI corporate social responsibility department. GPS compliance audit findings will be reviewed with facility management at the conclusion of each audit, recorded in the Global Vendor Management System (GVMS), and reported internally as part of the GPS continuous improvement process.
3. In-depth GEHS audits will be conducted by the global director of corporate safety and sustainability, either by a team designated by him/her or by external auditing firms. Each year, this audit will be performed on at least 10% of the global facilities or sites. The selection of these sites or facilities will depend on multiple factors, such as incident rates and EHS performance.

4. All HBI manufacturing facilities will complete the Higg FEM annual cycle which consists of a self-assessment and an external verification.
5. All HBI facilities, offices and stores will also conduct systematic, regular safety audits and inspections to ensure a safe and healthy workplace. Safety audits and inspections are an integral part of each facility's EHS program. Formal safety audits and inspections will use a facility-specific standardized printed or electronic form and should be conducted at an interval not less frequently than as indicated by the schedule below. Informal inspections are the ongoing, continuous observations of operations processes and procedures or employee behavior during which on-the-spot corrections are made instead of recorded checklists. Records of formal audits and inspections shall be maintained and made available for review by Hanesbrands or other authorized auditors. Those associates involved in conducting internal safety audits and inspections shall be properly trained in the auditing process and procedures.



Audit/Inspection Frequency

The frequency of internal EHS audits should follow the schedule below. Responsibility for monitoring the internal audit schedule rests with the facility manager and/or facility EHS leader

1. Supervisors shall complete a formal inspection of their areas and associates at least WEEKLY. Hourly associates shall be involved in conducting the weekly inspections.
2. Department managers shall complete a formal audit of their areas and associates MONTHLY.
3. Facility managers shall complete a formal audit MONTHLY.

11 | MANAGEMENT SYSTEM REVIEW



Management system reviews are implemented to evaluate the status and effectiveness of GEHS. At least on an annual basis, the facility manager along with the facility EHS steering committee will review the adequacy and effectiveness of Global EHS at their site. The process for performing this review is documented in the GPS manual (M-GPS-001).

12 | GEHS CORRECTIVE ACTIONS



The facility manager shall ensure that any safety incident is investigated and any EHS audit finding is promptly reviewed.

The EHS leader and department manager shall work together to identify root causes and contributing factors. Upon determining the root cause(s), corrective actions will be decided on and fully implemented. The facility manager shall maintain a centralized list of all EHS-related corrective and preventive action requests (CPARs) resulting from GPS audits, recordable incident action plans, corporate GEHS audits, Higg FEM verifications and significant findings from the facility managers and GEHS Steering committee audits. During EHS steering committee meetings, corrective actions should be tracked to completion and root causes evaluated to ensure they are eliminated to prevent re-occurrence. Corrective actions that can be implemented at other similar facilities should be shared by the global safety and sustainability department.

13 | GEHS PROMOTION AND RECOGNITION



Promotion

Promoting safety and sustainability is an outward sign to associates of management's commitment to GEHS. Procedures, practices, allocation of resources and training demonstrate the organization's commitment. Global EHS promotion is intended to influence associates' perception of the value of safety and sustainability, both to the company and to them.

Safety and sustainability will be promoted in each facility by the following:

1. *Posting the signed GEHS vision statement in prominent locations around the facility.*
2. *Starting every meeting with a comment or review about safety and/or sustainability.*
3. *Communicating the outputs of the Global EHS system to all associates.*
4. *Provide training for associates based on their level of responsibility for EHS.*
5. *Sharing accident alerts from other facilities to show a companywide effort.*
6. *Maintaining a Global EHS bulletin or communication board.*
7. *Developing an employee EHS feedback process.*
8. *Involving employees in meaningful discussions related to work methods, safety, and sustainability in their work environments.*
9. *Providing off-the-job safety and/or sustainability materials at least every quarter.*

10. *Correcting hazards and reducing environmental impacts with the help of associates.*
11. *Having the facility manager attend EHS trainings and EHS committee meetings.*
12. *Establishing a contact process with associates that involves discussing safe and sustainable behavior on the production floor with associates.*
13. *Involving associates in GEHS audits.*



Recognition

HBI utilizes multiple opportunities to recognize both individuals and groups for excellence in EHS. Any associate or group may nominate an individual or team for recognition of their achievements that have a positive impact on environmental sustainability or improved safety. Each facility will implement, budget and communicate an EHS recognition program that is based on the following criteria:

1. **Environmental sustainability efforts** – Examples where recognition may be given could include but are not limited to: outstanding audits, performance improvements, recycling/natural resource conservation, community projects or specific environmental “best practices” that can be shared with other facilities.
2. **Safety performance** – Examples where recognition may be given include but are not limited to the following:
 - Facility achieves a predetermined milestone during a selected period without a lost-time accident (significant days/hours worked.)
 - Implementation of improvements in safety processes that result in injury reduction, increased employee awareness or cost savings (team or individual) such as reduced PPE waste or accident costs.
 - Providing safety assistance to HBI employees, contractors or the public (preventing a serious accident).

- Achieving facility statistical goals for reductions in accident-type injuries, hazards found during inspections or percent compliance regarding PPE use.
- Achieving facility programmatic goals (reporting new misses, conducting workplace inspections, conducting machine audits or fully implementing programs associated with Global EHS).

Recognition may be provided during meetings, using HBI internal media or by other methods as appropriate including:

1. Certificates that illustrate the purpose of the recognition and the level of achievement.
2. Merchandise-type awards such as logo-imprinted items can be used to recognize group participation and achievement. This is contingent on the dollar amount per employee.
3. Meals and/or break refreshments for either individual and/or group recognition depending on the level of achievement.

Facilities shall maintain and track costs associated with the recognition program to determine cost-effectiveness. Facilities will pay all expenses associated with administering the recognition program.



President's Safety Award



HBI at the corporate level has established criteria for achieving the President's Safety Award. The global EHS steering committee reviews and communicates the criteria annually. All manufacturing and distribution centers are eligible to receive this recognition if they meet the criteria. This recognition includes a letter of recognition and a plaque commemorating the achievement.



President's Energy Award



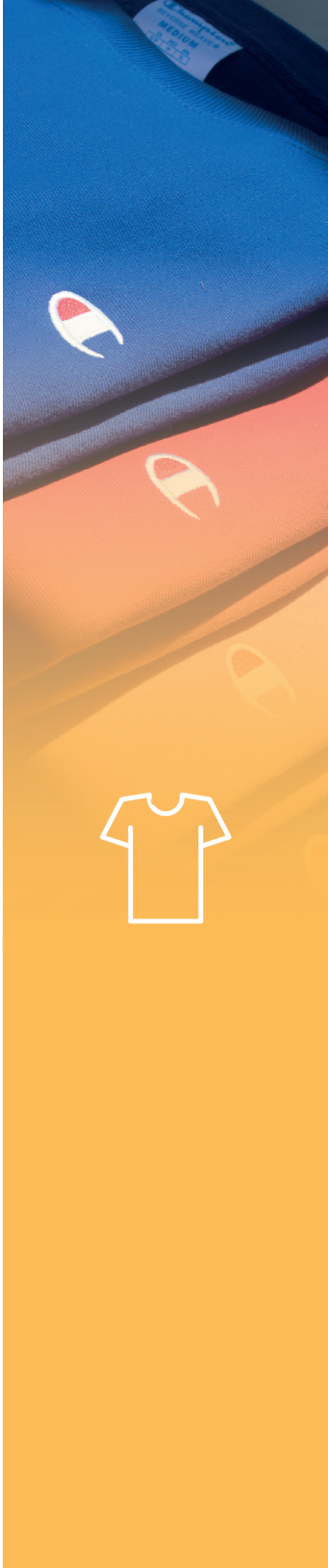
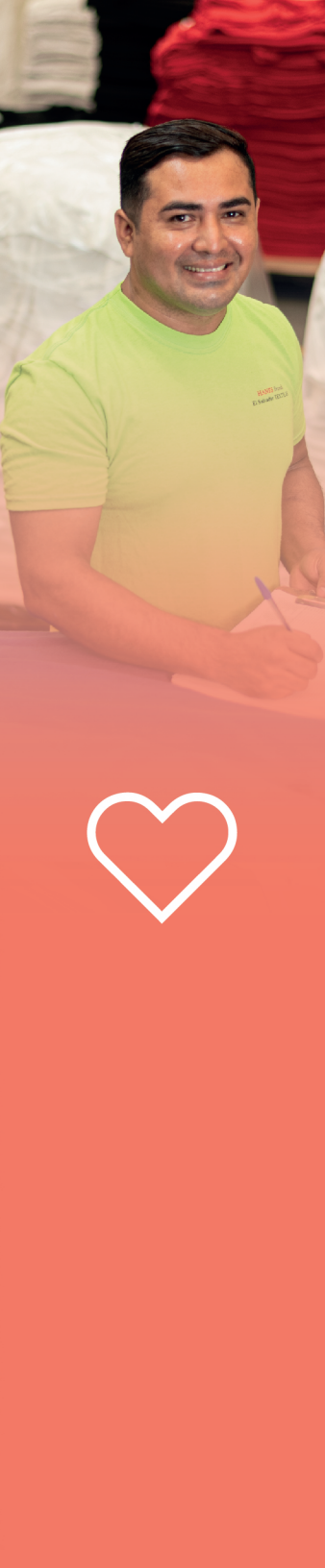
HBI has also established criteria to recognize sites for their excellence in achieving energy targets with the President's Energy Award.

14 | GEHS DOCUMENT REVIEW, CONTROL & DISPOSITION

HBI will ensure that Global EHS documents are controlled so that changes are approved before use and associates requiring access to EHS documents have the most up-to-date version. The process for document control is contained within the GPS manual (M-GPS-001).

15 | REVISION HISTORY

Revision Number	Date	Description of change(s)
1	12/9/22	The initial draft of the Global EHS manual – This replaces the management and leadership portions of both GSMS and GEMS – The following documents will now be considered OBSOLETE: GEMS (P-MGMT-001 through P-MGMT-008, P-MGMT-011, P-MGMT-013) and GSMS (P-MGMT-001 through P-MGMT-010)





GLOBAL ENVIRONMENTAL HEALTH & SAFETY

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