

Hanesbrands Inc.

Global Human Rights Policy

June 2023

Respect for human rights is fundamental to who we are at HanesBrands. We are committed to ensuring that all people are treated with dignity and respect, and we are committed to providing certain fundamental rights at work so that all those working for us have the opportunity to fully achieve their human potential.

In developing our Human Rights Policy, HanesBrands was informed by the International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

Our Global Human Rights Policy applies to all of our associates and owned operations, as well as to our third-party suppliers and their employees via contract. For a more detailed explanation of the expectations we have of our owned and supplier facilities, please see our Global Standards for Suppliers at www.HBISustains.com.

Respect for Human Rights

HanesBrands respects human rights, and we are committed to the rights of women, children and migrant labor and to identifying, preventing, and actively remediating adverse human rights impacts that result from or are caused by our business activities.

Community and Stakeholder Engagement

HanesBrands is committed to and engages with a broad range of stakeholders to ensure that we are listening to, learning from and taking into account their views on human rights issues. We are especially committed to engaging in appropriate dialogue with stakeholders on our own human rights program.

Valuing Diversity and Inclusion

One of HanesBrands' greatest assets is the ethnic, cultural and social diversity of our associates. We are committed to maintaining a work environment in which all associates feel valued, respected, included and supported to perform to their full potential. HanesBrands has a longstanding commitment to equal employment opportunity for all associates and applicants. Our policy is to prohibit any discrimination based on race, color, religion, gender (including gender identity or expression), national origin, age, disability, sexual orientation, veteran status, marital status, economic status, political opinion or any other factor protected by law. Harassment based on these factors, including sexual harassment, is not tolerated. Associates and applicants are treated solely on the basis of their job-related qualifications, ability, performance and legitimate business needs. All are to receive equal pay for work of equal value.

HanesBrands' commitment is to treat everyone fairly and to maintain a work environment free of bias and retaliation, regardless of whether the work environment is a professional office, a production facility or a work-related activity taking place outside the usual workplace. We expect the same

commitment from our suppliers and continually audit them to ensure compliance. For more detail on our audit process, see www.HBISustains.com.

Freedom of Association and Collective Bargaining

HanesBrands respects the rights of our associates, and those of our suppliers, to join, form (or not join or form) a labor union. We protect the free exercise of those rights without fear of intimidation, harassment or reprisal of any kind. Where associates are represented by a union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining collectively in good faith with them.

Safe and Healthy Workplace

HanesBrands is committed to providing a safe and healthy workplace and complying with applicable safety and health laws, regulations and our own internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks, and we do not tolerate violence in the workplace. We continually engage with our associates and our suppliers on ways to improve health and safety in our respective workplaces. We value the importance of the prompt identification and remediation of health and safety issues – especially as they relate to both fire and building structural safety.

Forced Labor and Human Trafficking

The Company prohibits the use of all forms of forced or compulsory labor, including prison labor, indentured labor, bonded labor, slave labor and any form of human trafficking. We further commit to work with our global supply chain to create conditions so that:

- No workers pay for their job. If this occurs, they must receive a timely refund of fees and costs paid;
- Workers have control of their travel documents and have full freedom of movement; and
- All workers are informed, in a language they understand, of the basic terms of their employment before leaving their country of origin.

Child Labor

Neither HanesBrands, nor its suppliers, will employ individuals in violation of the local mandatory school age or who have not reached legal employment age in the respective countries where they operate. Moreover, in no case will HanesBrands or its suppliers employ workers under the age of 15, except for child actors and models employed in advertising or media who are protected by applicable child labor requirements.

Governance

Commitment to human rights begins at the very top at HanesBrands: our Board of Directors. Our Board's Talent and Compensation Committee is directly responsible for the oversight of our supply chain labor standards and human rights efforts, as well as diversity, equity and inclusion; talent

development; labor management and health and safety. The Audit Committee of the Board also oversees the enterprise risk management process, which includes evaluating actual and potential risks and opportunities for HanesBrands' business, including supply chain labor standards (human rights) - related risks. The Board and the committees receive regular updates from our executive leadership team on the effectiveness and progress of these programs.

HanesBrands' Chief Executive Officer, General Counsel/Chief Compliance Officer and Executive Vice President Global Supply Chain are responsible for developing and executing our labor standards and human rights strategies, programs and goals. The executive leadership team receives regular progress updates from our legal/compliance team and Chief Sustainability Officer who oversee the day-to-day implementation of our human rights and facility due diligence programs.

Human Right Defenders

We do not tolerate any threats, intimidation or legal attacks against human rights defenders and those raising concerns, and we expect the same of our suppliers. We have not and will not impede, and will cooperate as appropriate and legally required, with state-based judicial or non-judicial actions in favor of persons making allegations of adverse human rights actions. We, have not and will not, nor will our suppliers, require anyone to waive legal rights as a condition of participating in our grievance processes or retaliate in any way against anyone raising concerns. We will also work with human rights defenders to create safe and enabling environments for civic engagement and human rights at local, national and international levels.

Guidance and Reporting Opportunities

HanesBrands seeks to create workplaces in which open and honest communication among all associates is valued and respected. We are committed to following all applicable labor and employment laws where we operate.

If anyone believes that a conflict arises between the language of this policy and the laws, customs or practices of the place where they work, if they have questions about this policy, or would like to report a potential violation of this policy, they are encouraged and expected to raise those questions and concerns confidentially or otherwise to local management, human resources, the law department, a Code of Conduct Ambassador or through the toll-free resource line in their country. They may also report a concern to www.hbiresourceline.com. No reprisal or retaliatory action will be taken against anyone or tolerated for raising such concerns. We are committed to investigating, addressing and responding to any such issues raised and to taking appropriate corrective action in response to any violation of this policy.

For individuals in the European Union: please note that resource line phone or web services only allow the reporting of financial, accounting and auditing matters. Should anyone wish to report issues under this Human Rights Policy, such reports should be made directly to local management, human resources, the law department or a Code of Conduct Ambassador.

Commitment to On-Going Due Diligence

We recognize that human rights risks may change over time and as our business evolves. We are committed to appropriately engaging (and listening to) a variety of stakeholders, including civil society, human rights organizations, governments, our associates, suppliers and supply chain workers to regularly assess the on-going impacts on our human rights program. We will continue to conduct appropriate on-going human rights due diligence.