



HANES *Brands*

**OUR GLOBAL
CODE OF
CONDUCT**

Realizing Our Full Potential

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Welcome to Our Global Code of Conduct

Every day we strive to unlock our Full Potential, and the most valuable asset we have is you, our associates.

Your passion, perseverance and integrity are woven into every garment we create. Each decision you make and action you take builds our brands and reputation. You have made Hanesbrands Inc. (HBI) one of the most reputable and trusted companies in the world – thank you.

With our reputation comes a great responsibility to be a leader. Our **Global Code of Conduct** shows how our choices contribute to an ethical and socially responsible business.

Our Code is a “must-read” for each of us at HBI. It is a road map to help us navigate complicated situations and a toolbox to help us reach our **Full Potential**.

Thank you for being a part of a global team, united by shared values and principles to do what’s right for our teammates, our communities, our customers and our planet.

Together, we can reach our **Full Potential** and fulfill our purpose to create a more comfortable world for every body.

Our Purpose

We are creating a more comfortable world for every body.



Global Values

PLAY TO WIN

We expect to win, working together to drive results. We push ourselves to simplify and innovate. When we fail, we learn from it. We will break with the past when necessary to move forward.

ACT LIKE OWNERS

We take action. We build relationships across functions so we can see the company holistically and seek out opportunities for improvement. We're willing to sacrifice in one area if that leads to our overall success.

DO WHAT'S RIGHT

We behave ethically. We are transparent. We share information about the factors influencing our actions. Our behaviors align with our values. Our products make the world a better place.

CREATE OPPORTUNITY FOR ALL

With success comes opportunity. Everyone is respected and included. We provide opportunities for all associates to reach their Full Potential.

We Are Accountable

About the Code

How do we reach our Full Potential? We get there together, by embracing our values and bringing them to life in every garment and every action. That is also how we maintain our reputation.

We know our reputation is built on so much more than the products we create or the profits we earn. It is built on our good decisions.

That is why we have our Code. It is the tool we use to do the right thing and fulfill our purpose every day.

Doing the right thing can be challenging, especially with the many laws that apply to us and the many countries and cultures in which we work. The Code shows you how to apply good judgment and make decisions that align with the law and reflect HBI's core values. While the Code cannot cover every possible situation you might face, it gives you the right tools to start looking for answers and other resources for help.

The Code applies to all associates at all levels of HBI, including our officers and Board of Directors. We also expect anyone acting on our behalf to uphold the spirit of the Code and share our commitment to fulfilling our purpose.



Our Responsibilities

Each of us plays a role in protecting HBI's reputation.

We all share the responsibility to:

- Always obey the law and act in a professional, honest and ethical manner.
- Treat others with respect.
- Be familiar with our Code and policies, as well as applicable laws.
- Cooperate and be honest when responding to investigations or audits.
- Never ask or pressure anyone to do something that you are not permitted to do yourself.
- If you supervise third parties, make sure they understand our Code and their obligations.

If you are a manager, you have additional responsibilities:

- Be a role model for ethical leadership.
- Create a supportive and inclusive environment where everyone is comfortable speaking up.
- Listen and respond to concerns when they are raised.
- Make sure that no one who speaks up suffers retaliation.
- Enforce our standards consistently and hold people accountable for their behavior.



Our Responsibilities



ACCOUNTABILITY AND DISCIPLINE

Violations of this Code, our policies or laws can result in serious consequences for you and HBI. Violations (including failing to speak up) may result in disciplinary action, up to and including termination of employment. In some cases, violations may also result in criminal prosecution and civil liability.

WAIVERS AND AMENDMENTS TO THE CODE

Over time, new policies will need to be written and old ones revised, making it necessary to update the Code. To that end, the company reserves the right to change the Code at any time. The company may also waive application of any of the policies in this Code only in limited, special circumstances where it has been determined that granting a waiver is in the company's best interest.

| Any waivers for ... | Must be approved by ... |
|---|---|
| Associates | Chief Compliance Officer |
| Executive officers of the Executive Leadership Team or reporting to the Chief Executive Officer | Chief Compliance Officer and the Chief Executive Officer |
| Chief Executive Officer or Board member | Board of Directors (or the Governance and Nominating Committee of the Board) and must be promptly disclosed where required by laws or regulations, including stock exchange rules |

Making Good Decisions

To do the right thing, make sure your decisions pass the **Mirror Test**.

When faced with a tough ethical decision, look in the mirror and ask yourself:

Is it legal?

What would others think?

Your manager?
Your friends?
Your family?

Could you justify your actions?

Is it right?

If you answer “no” to even one question, stop and reconsider or seek help.

Speaking Up

We understand it can be hard to speak up about possible misconduct. It may be easier to look the other way, but misconduct affects us all.

When you ask questions or report concerns, you do what's right by protecting yourself, your fellow associates and our reputation.

Remember, HBI cannot address an issue unless it is brought to our attention. If you see something, say something.



We Believe ...

In following the laws that apply to making reports. Some countries restrict the use of reporting systems by prohibiting anonymous reports or only allowing reports on certain topics. Our Resource Line has been designed to only accept reports as permitted by law.

Your manager is most likely to understand your concern and take appropriate action, but if you feel you cannot speak with your manager, or you have already reported a concern that you feel is not being addressed properly, you may also contact:

- Another, more senior member of management.
- Human resources, the law department or a Code of Conduct Officer. (For a list of all Global Code of Conduct Officer, visit hbiresourceline.com).
- The corporate Global Ethics and Compliance Office by email at Ethics.Compliance@hanes.com.
- Our Resource Line, either:
 - Online** at hbiresourceline.com or
 - By phone** using the [Resource Line](#) for country-specific numbers.

The Resource Line is operated by a third-party service and is toll-free and available, 24 hours a day, seven days a week. When you contact the Resource Line:

- You can speak to someone in your local language, and you may remain anonymous where allowed by local law.
- You will receive a tracking number to call back for an update or to provide more information. (Be sure to give enough information for a thorough investigation.)

Note: For privacy reasons, we cannot tell you about individual disciplinary actions resulting from an investigation.

Preventing Retaliation

No matter how misconduct is reported or what it involves, we will not tolerate retaliation against anyone who makes a good faith report. Period!

We take all claims of retaliation seriously, investigating them and, if substantiated, taking appropriate disciplinary action, which could include termination of those involved. If you see or experience retaliation, contact any of the resources listed in this Code.



REPORTING “IN GOOD FAITH” MEANS ...

You sincerely believe a violation of the Code, the law or our policies has occurred, and you are providing honest and accurate information – even if an investigation shows there was no violation.

Anti-Corruption and Anti-Bribery

Corruption and bribery in all their forms go against everything we stand for. Never accept or offer a BRIBE to anyone, especially government officials. The same rule applies to any third party who represents HBI – as we are responsible for their actions as well as our own.

The laws in some countries (including the United States) impose additional penalties for bribing government officials, but for us it is simple: Bribery – of anyone in the public or private sector, at any level – is always wrong. Don't do it! Period.

Engaging in bribery or corruption can harm your reputation and HBI's and cost millions in penalties. But, there is even more at stake. This activity can harm global commerce and

product safety, disproportionately impacting developing economies and communities. That is why we have a zero-tolerance policy on bribery and corruption. It is not just the lawful thing to do – it is the right thing to do.

DO WHAT'S RIGHT

- Do not give or accept bribes or kickbacks or accept or provide any other kind of improper payment.
- Keep accurate books and records so that payments can be honestly described and documented.
- Follow our anti-corruption and anti-bribery standards when selecting third parties to work on our behalf. Monitor their behavior and never “look the other way.”
- Be aware that not reporting a bribe or other illegal activity may violate our Code.



We Believe ...

In succeeding on our own merits. We never rely on bribes, which include, but are not limited to, cash, gifts, favors, or even a loan or job offer. Before accepting or offering anything of value, check our policies and ask questions about what is OK (and what is not).



A BRIBE IS ...

Anything of value given to influence someone's behavior (whether in the government or private sector) in order to obtain a financial or commercial advantage.



KNOW OUR POLICIES

Global Anti-Bribery Policy

We Respect Others

Respect, Diversity, Equity and Inclusion

Our inclusive culture is directly linked to our growth and our success. That culture makes up the fabric of HBI, where the unique differences of our associates, consumers and customers are reflected and respected. Individually, we represent many threads. Together, we are strong, and we are Hanesbrands.

HBI is committed to creating equal opportunity for all to contribute and reach their Full Potential. We prohibit discrimination and harassment based on race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity or expression, veteran status, citizenship status, genetic information, marital status, pregnancy or family status or any other characteristic protected by applicable law.

All associates are entitled to work in a respectful environment, free from fear of any harassment, discrimination or abuse. This includes actions that are offensive, threatening or discriminatory, as well as any form of sexual harassment or bullying.

We comply with all applicable employment, labor and immigration requirements, and we expect associates to embrace these standards.



We Believe ...

In providing safe and rewarding jobs, competitive wages and benefits, access to appropriate resources and unique opportunities for all associates. Our working environment encourages collaboration, teamwork and free-flowing communication. Bottom line, our diversity is a core strength of HBI and critical to our continued success.

We are proud to be an innovative and preferred worldwide employer. For more information, visit hbisustains.com.



Respect, Diversity, Equity and Inclusion

DO WHAT'S RIGHT

- Treat others as they want to be treated.
- Keep an open mind to new ideas and opinions and listen to different points of view.
- Base employment decisions on legitimate business requirements. Never allow personal biases or stereotypes to influence your decision-making.
- Take a clear stand against offensive messages, comments and inappropriate jokes which conflict with our culture and undermine our team environment.
- Never tolerate intimidation, harassment or bullying of any kind.
- Treat third parties with whom we interact with the same level of respect we offer our associates.

At HBI, we do not tolerate any kind of harassment, including:

- Inappropriate remarks, gestures or physical contact.
- Displaying inappropriate pictures or other inappropriate material.
- Sexual, racial or other offensive jokes, comments or emails.



SEXUAL HARASSMENT IS ...


A form of harassment that occurs when unwelcome acts of a sexual nature:

- Become a condition of employment or a basis for employment decisions (for example, sexual requests made in exchange for benefits like a promotion or raise, or threats being made such as firing or demotion). Any harassment that impacts or influences wages, hours, working conditions or employment advantages is known as quid pro quo sexual harassment and is specifically prohibited.
- Create an intimidating, offensive or hostile work environment.

Harassment can involve members of the same or opposite sex, business partners, customers or other third parties.

- Promising favorable treatment or threatening unfavorable treatment based on response to sexual demands.
- Inappropriate use of mobile devices, such as sharing offensive material or taking inappropriate photographs.
- Displaying inappropriate tattoos, clothing graphics or bumper stickers/ decals on cars parked in company parking areas.

If you believe you have experienced or witnessed a colleague, supervisor or supplier/vendor engaging in harassing conduct, you should report it.



KNOW OUR POLICIES
[Global No Harassment and Discrimination Policy](#)

A Safe, Secure and Healthy Workplace

We look out for one another and go the extra mile to ensure that our coworkers, contractors and visitors are in a safe and secure environment, free of hazards and threats of violence. **SAFETY IS ALWAYS FIRST.**

DO WHAT'S RIGHT

- Know the emergency and security procedures that apply where you work.
- Be ready to work. You should never be impaired by alcohol or drugs, including prescriptions and over-the-counter medications, while on the job.
- Do not text while driving – no exceptions.
- If you cannot immediately fix an unsafe condition, promptly notify your manager, your safety officer, human resources or a Code of Conduct Officer.
- Remember, you have the right and responsibility to stop any work you feel may be unsafe.
- Where required, always display and swipe your personal identification badge when entering and exiting HBI property. Do not allow others to enter without proper identification.
- Help contractors and others we work with to understand and follow our safety and security procedures.
- If you are injured on the job, report it to a manager immediately, no matter how minor.



WORKPLACE VIOLENCE INVOLVES ...

- Threatening or intimidating behavior, whether physical or verbal.
- Causing injury to another.
- Intentionally damaging someone else's property.
- Acts of vandalism, arson or other criminal activities.

We will not tolerate violence of any kind. We also prohibit weapons on all HBI properties unless specifically authorized by the company. If you see or suspect a weapon on our property, report it immediately to your manager or other appropriate person.



We Do What's Right

Product Safety and Quality

Each of us plays a role in ensuring that our consumers continue to have faith in the quality and safety of our products. Every day we play to win. That means working to ensure that we are living up to our rigorous product safety and quality standards and are selling goods that meet all government requirements and global standards.

DO WHAT'S RIGHT

- Help monitor the quality of our operations and our supply chain. Immediately report any concerns about product safety or quality to your manager, the law department or a Code of Conduct Officer.
- Help ensure that no product leaves our factory or warehouse as first quality, unless it is.



Fair Dealing

Our suppliers and business partners make significant contributions to our success. We incentivize them to continue working with us by creating an environment that gives them confidence that they will be treated lawfully and ethically.

We never take advantage of anyone through manipulation, concealment, misuse of confidential information or any other unfair practice. Our vendor relationships are based on honesty, fairness and respect.



We Believe ...

In working with others who share similar values and our commitment to quality, ethics and compliance. Our policy is to purchase supplies and select business partners based on need, quality, service, price, terms and other relevant and appropriate conditions.

DO WHAT'S RIGHT

- Protect the confidential and proprietary information of business partners.
- Make vendor-related decisions in the best interest of HBI, not for any personal benefit for you or a family member. Avoid anything that could even suggest a [conflict of interest](#) or a [bribe](#).
- Watch for any signs that our business partners are violating our Global Standards for Suppliers or applicable laws and regulations, including local environmental, employment and safety laws.



KNOW OUR POLICIES

Global Standards for Suppliers



Conflicts of Interest

Each of us is expected to be proactive and, whenever possible, avoid situations that can lead to even the appearance of a conflict of interest.

IS IT A CONFLICT? ASK YOURSELF:

Am I using HBI resources, relationships or my position for personal gain?

Does the activity compete with HBI interests?

Could it appear to be a conflict of interest to someone else?

Does it interfere with the work I do for HBI?

If you answered “yes” to any of these questions, STOP! Report the issue to your manager or a Code of Conduct Officer and ask for guidance.

A CONFLICT OF INTEREST IS ...

A situation that can happen whenever you have a competing interest that may interfere with your ability to make objective decisions for HBI.

Conflicts of Interest

We Believe ...

In taking steps to recognize and avoid potential conflicts, especially these common situations:

- Supervising someone with whom you have a close personal relationship.
- You or a family member (a spouse, child, parent, sibling or anyone living in your home) investing significantly in one of our suppliers, business partners or competitors.
- Using HBI time and/or equipment while working, either in the workplace or remotely, to pursue other employment or business interests.
- Owning or doing work for a company that competes, does business or wants to do business with HBI.
- Using the HBI name, property or information without approval (even when you use them to support a charitable or community organization).
- Taking a business opportunity for yourself that is meant for HBI or that you discovered through your job.



DO WHAT'S RIGHT

- If you find you have a potential conflict of interest, do what's right. Disclose it to your manager, human resources, the law department or a Code of Conduct Officer. If you disclose promptly, we can often work with you to resolve the conflict.
- Obtain written approval from your manager before directing business to vendors owned or managed by a family member (a spouse, child, parent, sibling or anyone living in your home).
- Disclose any ownership interest in vendors – unless they are a publicly traded company.
- Obtain written approval from your manager and human resources before accepting outside employment that may compete with HBI.

Gifts and Entertainment

An occasional gift or offer of entertainment is often viewed as a normal part of doing business, but sometimes even a well-intentioned gift can cross the line.



We Believe ...

In following our policies and meeting HBI's guidelines involving gifts and entertainment with vendors or other third parties.

AT HBI, OFFERS OF GIFTS AND ENTERTAINMENT MUST:

- Be modest in value and infrequent.
- Have a reasonable business purpose.
- Comply fully with our Global Gifts and Prize and Global Anti-Bribery Policies.

GIFTS AND ENTERTAINMENT MUST NEVER:

- Appear to influence the giver's or the recipient's business judgment.
- Be lavish or frequently offered.
- Be in the form of cash or a cash equivalent (gift cards or gift certificates).
- Embarrass or reflect negatively on our reputation or yours.
- Violate our policies or the recipient's policies.

Keep in mind, what may be permissible for commercial customers may be illegal when government officials are involved. We may not offer government officials (including associates of state-owned entities) anything without prior written approval of the law department.

DO WHAT'S RIGHT

- Never accept or provide gifts or entertainment with the intention of influencing a decision or that are in exchange for business, services or confidential information. Follow our policies.
- Immediately report any request from a government official for a payment, other than legally required taxes or fees.
- If you have questions about whether or not an offer or request is appropriate, immediately contact:
 1. The Global Code of Conduct Officer,
 2. The Chief Compliance Officer or
 3. The law department.



KNOW OUR POLICIES

[Global Anti-Bribery Policy](#)

[Global Gifts and Prize Policy](#)

[Global Travel Policy](#)

[Global Business and Entertainment \(Non-Travel\) Policy](#)

Competing Fairly

We believe in free and open competition. We gain our competitive advantages through hard work and by exceeding our customers' expectations – not through unethical or illegal business practices.

When a conversation takes an anti-competitive turn:

- State that you believe the conversation may be inappropriate.
- Break away from the discussion.
- Promptly inform the law department.



We Believe ...

In following the laws around the world that govern relationships with competitors, suppliers, distributors and customers, which are sometimes referred to as “antitrust,” “monopoly,” “cartel” and “price fixing” laws. While competitive laws vary from country to country, they all seek to preserve free and open competition through competitive prices, customer choice and innovation.



COMPETITION “RED FLAGS” ARE ...

Any activities that could violate competition or antitrust laws, such as:

- Agreeing to fix prices, rig bids, restrict supply or allocate markets or territories.
- Exchanging competitively sensitive information.
- Imposing restrictions on vendors.
- Abusing a position of market dominance by engaging in anti-competitive activity.

Competing Fairly

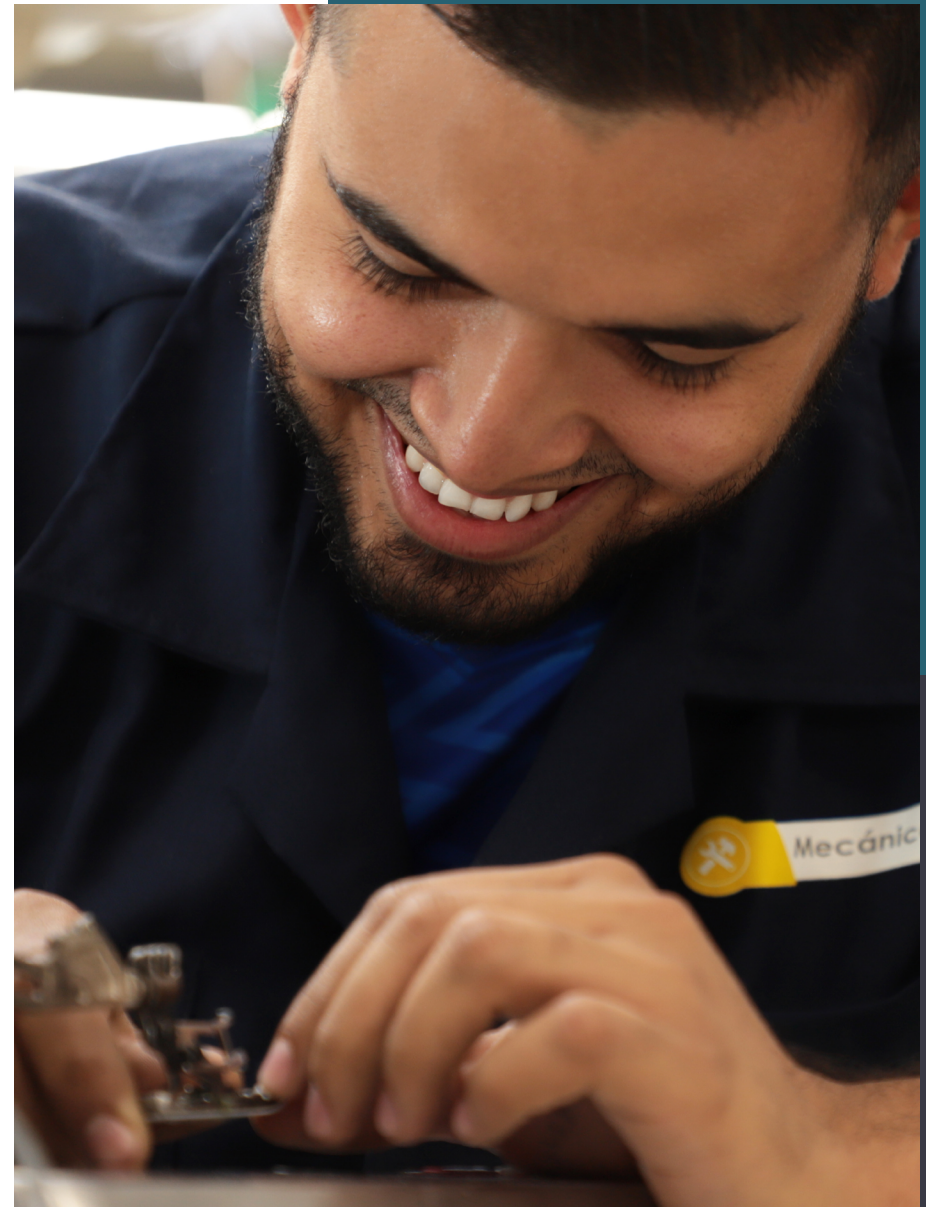
DO WHAT'S RIGHT

- Never talk with or signal our competitors about competitively sensitive aspects of our pricing, sales volumes, customers or territories.
- Do not attend meetings with competitors (for example at trade shows) where the subject of price or other sensitive information is likely to be discussed.
- Use care in customer interactions and remember that agreements or understandings with customers to maintain or influence resale prices are illegal.
- Do not agree with a competitor to coordinate bidding to a customer or agree with a customer or competitor not to deal with other companies.
- Help ensure that our advertising, sales and promotions are fair, factual and complete.
- Contact the law department with any questions or concerns about competition laws.



KNOW OUR POLICIES

Global Anti-Trust Compliance Policy



Insider Trading

Through your work, you may become aware of material, nonpublic information about HBI or other publicly traded companies. Using this information for personal gain, sharing it with others or spreading false rumors is unfair to other investors, AND it is illegal.



MATERIAL, NONPUBLIC INFORMATION IS ...

Material: when having that information is likely to cause an investor to buy or sell a stock or other security.

Nonpublic: when it has not been released broadly to the public.

We avoid even the appearance of trading on material, nonpublic information by never engaging in “short sales” or trading in puts, calls or other options on HBI’s stock.

DO WHAT’S RIGHT

- Never buy or sell stocks, bonds, options or other securities of any company, including HBI, based on material, nonpublic information.
- Do not pass on material, nonpublic information or “tips” to others – including family members.
- Be able to recognize inside information, such as nonpublic information about mergers or acquisitions, sales or earnings results, financial forecasts, executive management changes, pending lawsuits or major business wins or losses, to name just a few.
- If you are covered by our “no-trade” periods, do not trade HBI securities during a “no-trade” period – whether or not you possess material, nonpublic information.
- If you have any questions about whether information is material and nonpublic, contact the law department.



KNOW OUR POLICIES

Global Insider Trading Policy

We Protect What Is Ours

HBI's Assets

Our assets include everything that HBI owns or uses to conduct business, including our intellectual property. Our company trusts us to care for these assets, and it is up to each of us to act like owners by protecting our assets from loss, damage, theft, waste and improper use.



We Believe ...

Acts of fraud and theft contradict our culture and core values. They are crimes that can cause lasting damage to our reputation, as well as our bottom line, and we do not tolerate this activity under any circumstances by anyone working for or on behalf of HBI.

- Remember, email and voicemail systems and the content on them are considered HBI's property. We may monitor your use of them in accordance with applicable law. You should have no expectation of personal privacy when using our systems.
- Limit personal use of phones and computer systems. While limited use is allowed, it must not violate HBI's policies or negatively impact your productivity or the workplace.

DO WHAT'S RIGHT

- Never give or sell HBI's assets to anyone without appropriate approval.
- Protect our product designs, logos, copyrights and trademarks along with the intellectual property rights of others.



KNOW OUR POLICIES

Global Acceptable Use of Information Systems and Equipment Policy



OUR ASSETS INCLUDE ...

Tangible assets: such as physical property, facilities, equipment, inventory and supplies.

Intangible assets: such as corporate opportunities, financial resources, intellectual property, confidential information, files and documents and computer networks and their content.

Confidential Information

Our confidential information is a critical business asset. Unauthorized disclosure of that information can damage our competitive advantage, along with our reputation and our relationships with customers and business partners.



We Believe ...

Confidential information must be treated carefully. This means it must be accessed, stored and transmitted in a manner consistent with our policies and procedures.



CONFIDENTIAL INFORMATION INCLUDES, BUT IS NOT LIMITED TO ...

- Business plans.
- Trade secrets.
- Sales and profit figures.
- Pricing strategies.
- New product or marketing plans.
- Research and development ideas.
- Manufacturing processes.
- Information about potential acquisitions, divestitures and investments.

Confidential Information

GATHERING BUSINESS INTELLIGENCE

Our industry is highly competitive. When we collect business intelligence about our competitors, we never use fraud, misrepresentation or deception to obtain it. We use only lawful, ethical sources, including:

- Media, trade, press accounts and other public information.
- Discussions with customers (but not to obtain competitors' confidential information).
- Information publicly available on the internet.
- Reputable consultants and analysts who follow competition laws.

DO WHAT'S RIGHT

- Only use and disclose confidential information for legitimate business purposes.
- Label confidential information properly, including how to handle and dispose of it.
- Protect the confidential and proprietary information of business partners.
- Never share passwords or allow anyone to inappropriately use our information technology resources.
- Stay alert for scams by outsiders posing as consultants, vendors and others to obtain confidential information about HBI, our executives or our customers.
- Never leave confidential information exposed in unsecured or public places.
- Never discuss confidential information when others might overhear you (for example on planes, on elevators and when using mobile phones in public spaces).



- Make sure any information provided by third parties comes from trusted sources and is not protected by trade secret laws or confidentiality agreements.
- Never ask new associates to provide confidential information from former employers.

Private Information

We respect privacy. Whether it is our associates, customers, consumers or others with whom we do business, we always handle their personal information with care, especially sensitive personal information.

Data privacy laws cover how we must collect, store, use, share, transfer and dispose of personal information. We comply with those laws and our policies everywhere we operate.



PERSONAL INFORMATION IS ...

Any information relating to an identified or identifiable natural person.

Personal information is “sensitive” when it includes an individual’s race, ethnic origin, gender, religious beliefs or affiliations, trade union membership, political or philosophical views, organizational memberships, sexual preferences or practices, criminal convictions (where local law permits this to be processed) and health and genetic information.

DO WHAT’S RIGHT

- Protect any personal information entrusted to you, keeping it safe and secure.
- Collect, access and use personal information only for legitimate business purposes.
- Never share personal information with any unauthorized person inside or outside of HBI.
- If you work with third parties providing services to us, make sure they understand the importance we place on privacy, and they uphold our standards.
- If you receive an inquiry or complaint about our handling of personal information, or if you have any questions, contact the law department or a Code of Conduct Officer.



KNOW OUR POLICIES

[Global Privacy Policy](#)

Cybersecurity

Our networks and databases contain enormous amounts of personal and confidential information which each of us has a responsibility to protect from hacks, breaches and other cyber threats.

DO WHAT'S RIGHT

- Follow our policies and practices designed to protect our networks and information.
- Use unique, strong passwords and update them regularly.
- Protect, and never share, your username or passwords.
- Watch for phishing scams or other attempts to uncover sensitive information.
- Never transfer to or store confidential or personal information on a personal device.
- Do not open suspicious links in emails, even if you know the source.
- Never install unauthorized software or use unsecured networks to access our information, such as a public unsecure Wi-Fi.
- Secure HBI's devices and speak up immediately if a device is lost, stolen or compromised.



We Believe ...

HBI strives to provide us with all of the technology we need to do our jobs and give us access to a variety of resources and information. It is up to each of us to act like owners and do our part to use these resources responsibly and in line with our policies and procedures.



Accurate Recordkeeping

Investors, regulators and others rely on HBI's business records and disclosures to be accurate, timely, complete and in line with accepted accounting principles. When they are, we are better able to fulfill our obligations and make good business decisions.



We Believe ...

As a publicly traded company, we must ensure that our public disclosures, including filings with regulatory authorities and stock exchanges, are complete, fair, accurate, timely and understandable. If they are not, we could face significant fines and penalties.

We also believe that because each of us contributes to our records, we all share the responsibility to do what's right by maintaining them accurately and with integrity.



DO WHAT'S RIGHT

- Make sure all financial entries are clear and complete. Never hide or disguise the true nature of any transaction.
- Never record false sales or shipments (or record them early), understate or overstate known liabilities and assets or defer recording items that should be expensed.
- Only destroy documents in accordance with our Global Records Management Program Policy and never in anticipation of an investigation, lawsuit or audit.
- Contact the law department with any questions about record handling or destruction.
- Do not maintain undisclosed or unrecorded funds, assets or liabilities.
- Never make false claims on an expense report or time sheet.
- Always be accurate, complete and truthful when submitting quality and safety results.



KNOW OUR POLICIES

Global Records Management Program Policy

Speaking on Behalf of HBI

We need a clear and consistent voice when communicating with the public and the media. That is why it is important that only designated associates speak publicly on HBI's behalf.

USING SOCIAL MEDIA

When using social media platforms or other online communications tools, it is best to assume that the whole world can read them. For that reason, think carefully before posting and keep our communications professional and positive.

BEFORE YOU POST, CHECK TO MAKE SURE YOU:

Are using good judgment and being respectful, remembering you are responsible for what you post.

Avoid any discriminatory, threatening, intimidating or harassing language.

State that your opinions are your own – you do not represent HBI.

Are not disclosing confidential business information about HBI, our customers or our business partners.

Speaking on Behalf of HBI

DISCLOSING FINANCIAL RESULTS

HBI discloses its financial results in filings with the U.S. Securities and Exchange Commission (SEC) and other authorities, as well as public investor calls and media releases. Never disclose any financial information, other than data already made public, without prior approval of the Chief Financial Officer or the Chief Compliance Officer. That is how we maintain confidentiality and compliance with applicable securities laws in the U.S. and elsewhere. Follow our policies about who may communicate information to the media and the financial analyst community and refer all financial calls to Investor Relations.

DO WHAT'S RIGHT

- Never give the impression that you are speaking on behalf of HBI in any communication unless you are specifically authorized to do so.
- If you receive an inquiry about our activities or positions on public issues and are not authorized to respond, refer the

request to the Vice President of Investor Relations, the Chief Communications Officer or the law department.

- Obtain approval from the Chief Communications Officer before making public speeches, writing articles for professional journals or engaging in other public communications when you are speaking on behalf of HBI.
- If you see a potentially harmful post about HBI, report it immediately to a Code of Conduct Officer or the law department. Do not respond to negative comments.



KNOW OUR POLICIES
Global Corporate
Communications Guidelines
Global Social Media Policy



We Are Good Stewards

Sustainability

Our work, when we do it with care and a commitment to sustainability, makes the world a more comfortable, livable and inclusive place.



We Believe ...

We have both the power and the responsibility to protect the place we all call home and the people who live in it. This responsibility will always be a part of our DNA as we work together to solve problems, create world-class products and meet our ambitious sustainability goals.



WE PROMOTE SUSTAINABILITY THROUGH A COMMITMENT TO THREE PILLARS ...

People: by focusing on improving the lives of people everywhere through diversity, equity and inclusion, workplace quality, health and wellness, education and philanthropic efforts.

Planet: by setting science-based targets to cut greenhouse gas emissions and moving toward 100% renewable electricity and 0% waste in landfills.

Product: by using recycled materials and sustainably sourced cotton and reducing packaging weight and the use of single-use plastics.



Sustainability

We have accomplished a lot in our sustainability efforts, but there is still much to do. You play an important role in helping us do what's right. Visit hbisustains.com to learn much more.

DO WHAT'S RIGHT

- Strive to meet or exceed all environmental laws and regulations by:
 - Minimizing waste.
 - Conserving energy, water and natural resources and improving energy efficiency.
 - Using raw materials effectively.
 - Reducing the environmental impact of our operations.
- If you volunteer in your community, make sure your participation aligns with our goals, policies and our core values. Never pressure customers, business partners or coworkers to support your favorite organizations or causes.

Report to management, the law department or a Code of Conduct Officer any incidents or conditions that might negatively impact people or communities or lead to an environmental regulatory violation or other adverse impact.

Human Rights

We are committed to respecting the dignity of every individual and support international efforts to promote and protect human rights. We will not tolerate abuse of human rights in our operations or in our supply chain and expect our associates to help combat abuses such as child labor, modern slavery, human trafficking and forced labor.

We Believe ...

In doing business with partners who share our commitment to protecting human rights. That is why we conduct over 500 intensive annual audits of our supplier facilities. If any of these companies fail to meet the expectations outlined in our Global Standards for Suppliers, we will work with them to promptly reach a level that does and stop doing business with those where we find egregious violations or that are unwilling to cooperate in a timely manner.



Human Rights

OUR COMMITMENT TO HUMAN RIGHTS

MEANS ...

- We respect our associates' rights to freely associate and to collectively bargain.
- We support equal employment opportunity.
- We prohibit discrimination and harassment based on race, color, gender, national origin, age, religion, disability, sexual orientation, gender identity or expression, veteran status, citizenship status, genetic information, marital status, pregnancy or family status or any characteristic protected by law.
- We do not do business with suppliers who employ underage workers or engage in human trafficking, forced labor or corporal punishment, even when permitted by local law.
- We do not do business with suppliers that do not provide a safe and healthy environment to their associates.

DO WHAT'S RIGHT

- If you see or suspect human rights abuses in our operations or in those of our business partners, report your concerns immediately to a Code of Conduct Officer, the law department or the Vice President of Corporate Social Responsibility.
- Practice respect for human dignity in your daily interactions with colleagues and with our customers and business partners.
- Promote diversity and inclusion, accommodate disabilities and do your part to create opportunity for all and protect the rights and dignity of everyone with whom we do business.

For much more information on our human rights and responsible sourcing programs, please go to hbisustains.com.



KNOW OUR POLICIES

[Global Standards for Suppliers](#)
[Global Human Rights Policy](#)



Global Business

We are privileged to do business in over 40 countries and have an obligation to follow the many laws governing global trade. We are committed to complying with these laws wherever we do business, including laws designed to prevent money laundering and prohibit companies from participating in unsanctioned boycotts.

If your work involves moving products, services or information across international borders, know and follow the requirements of the countries in which you do business. When in doubt, reach out to your regional law department or the corporate law department.

PREVENTING MONEY LAUNDERING

To help prevent and detect money laundering and terrorist financing, watch for:

- Suspicious payments, including cash or the equivalent.
- Payments made from personal accounts instead of business accounts.
- Funds from financial institutions or third parties without a logical relationship to the customer or business partner.

DO WHAT'S RIGHT

- Maintain required import, export and customs records at each HBI business location.
- Ensure the integrity of our supply chain by communicating our policies to others who conduct business on our behalf.
- If you receive a request to participate in a boycott or are asked about HBI's position on a boycott, contact the law department immediately.
- If laws, customs or local practices seem to conflict, get help from the law department.
- If you are involved in transactions with a sanctioned country, entity or person, comply with applicable trade laws. If you have questions, contact the law department.

Political Activities

We believe every associate has the right to participate in the political process. As a company, we reserve the right to make our position known on relevant issues.



We Believe ...

Political participation is personal. As an associate, your political involvement should happen on your own time and at your own expense. We never pressure coworkers, customers or business partners to support or contribute financially to any political candidate or party.

GOVERNMENT INQUIRIES

If you receive a request from a government official:

- Direct the request to your manager and the law department.
- Be honest. Never mislead anyone, impede their work or conceal, destroy or alter documents.
- Comply and cooperate with any government inspections, investigations or requests for information.

DO WHAT'S RIGHT

- When communicating, make it clear that your political views are your own and not those of HBI.
- Never use HBI's funds or resources to support any political candidate or party unless specifically permitted by law and authorized in writing by the law department.

- If you hold or campaign for political office, make sure it does not create, or appear to create, a conflict of interest with your duties at HBI, and report it to the Global Code of Conduct Officer, your local Code of Conduct Officer or the law department.
- Never make a political or charitable contribution intending to improperly influence someone.
- Remember that lobbying activities or government contacts on behalf of HBI must be coordinated with the Vice President of Government Relations.



KNOW OUR POLICIES

Global Government Affairs
and Political Activity Policy

Realizing Our Full Potential

Now that you have read our Global Code of Conduct, remember this: the Code is much more than a set of rules. It is a resource designed for you – to help you navigate a complex and changing business environment. We encourage you to refer to the Code often. It will help you face new challenges and realize your Full Potential – every day and in everything you do.

If you have questions about anything you see in the Code or our policies, or if you find yourself in a challenging situation, speak up right away. Talk to your manager or any of the resources listed in the Code, and together we will do what's right for HBI and everyone we serve.




Using the Resource Line

You can reach the Global Ethics and Compliance Office via:

 **Email** at Ethics.Compliance@hanes.com

 **Online** at hbiresourceline.com

 **Phone** – dialing instructions depend on the country you are calling from and the type of service offered. Find your country’s phone number to the right:

In each of the countries listed, you can call the local Resource Line telephone number toll-free, 24 hours a day, 365 days a year. Your call will be routed to our service provider, NAVEX, without operator assistance. Your call will be answered in your own language, or a translator will be available to help you.

| COUNTRY | LOCAL RESOURCE LINE |
|---------------------------|--|
| Argentina | 0-800-266-4521 |
| Australia | 1-800-23-7923 |
| Brazil | 0800-762-1055 |
| Canada | 888-303-7522 |
| China | 400-8-811-280 |
| Costa Rica | 800-4600-012 |
| Dominican Republic | 1-809-200-0188 |
| El Salvador | 2230 4895 |
| France | 0800-91-1435 |
| Germany | 0-800-225-5288, then 8887880061 |
| Greece | 00-800-1311, then 8887880061 |
| Honduras | 800-0123, then 800-2557-5777 or 2557-5777 (mobile phone) |
| Hong Kong | 30713863 |
| India | 000-800-440-1997 |

| COUNTRY | LOCAL RESOURCE LINE |
|-----------------------|---|
| Indonesia | 0-80011-42637 |
| Italy | 800-790810 |
| Japan | 0120-068-200 |
| Mexico | 01-800-062-1225 |
| New Zealand | 0508-761-858 |
| Philippines | 1-800-1111-0933 |
| South Africa | 0-800-992-777 |
| Spain | 900-99-0011, then 8887880061 |
| Switzerland | 0-800-890011, then 8887880061 |
| Thailand | 001-800-44-14595 |
| United Kingdom | 0808-234-6909 |
| United States | 888-303-7522 888-788-0061 |
| Vietnam | 0221-362-6959 (Hung Yen) 0234-395-2145 (Phu Bai) |

Using the Resource Line

IS YOUR COUNTRY NOT LISTED?

Call the Resource Line, toll-free, by first dialing the [AT&T Direct Access Number](#) for your country. On rare occasions, AT&T suspends, removes or updates country access codes. If so, verify the country code.

CALLING THE RESOURCE LINE FROM COUNTRIES NOT LISTED:

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. If you have questions, please contact a Code of Conduct Officer. For local regulatory reasons, associates based in certain European Union countries may report only accounting, internal accounting controls, auditing matters, bribery and conflicts of interest, banking and financial crimes issues through the Resource Line. Other matters in these countries may be reported through local management, local human resources or the local Code of Conduct Officer.

