

HBI

HANESBRANDS INC.

2024 SASB REPORT



SASB[®]
STANDARDS

Topic	Accounting Metric	Category	Code	Reported publicly on HBISustains.com	Qualitative Disclosure
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	CG-AA-250a.1	See Wastewater and Chemical Management section of this site. See also the HanesBrands Restricted Substances List in Policies and Standards on this site.	N/A
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	CG-AA-250a.2	See Wastewater and Chemical Management section of this site. See also the HanesBrands Restricted Substances List in Policies and Standards on this site.	N/A
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	CG-AA-430a.1	See Wastewater and Chemical Management section of this site.	Nearly 75% of HanesBrands total unit volume is produced in textile and sewing facilities it owns or controls - unique in the apparel industry. Based on our internal policies, auditing program and review process, we believe that all of our owned and significant third-party textile/fabric mills that supply fabric to our internal sewing facilities are in material compliance with wastewater discharge permits. Additionally, we conduct annual audits of all strategic Tier 2 suppliers.
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	CG-AA-430a.2	Please see our 2030 goals in which we commit to sourcing only from facilities that have completed the Higg FEM.	406 owned and contractor facilities have completed the Higg FEM self-assessment. 100% of owned Tier 1 and Tier 2 have done so. 305 owned and contractor facilities have completed the Higg FEM verification.

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Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	CG-AA-430b.1	See Human Rights and Responsible Sourcing section of this site and CHRB responses.	100% of owned (sewing and textile) and Tier 1 suppliers are audited by a third-party audit firm annually. Additionally, we conduct annual audits of all strategic Tier 2 suppliers.
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	CG-AA-430b.2	See Human Rights and Responsible Sourcing section of this site and CHRB responses.	See Global Standards for Suppliers Performance Data in the Transparency section of this site.
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	CG-AA-430b.3	See Human Rights and Responsible Sourcing section of this site and CHRB responses.	<p>Greatest Labor Risks:</p> <ul style="list-style-type: none"> • Unauthorized Sub- contracting • Wage violations • Recruiting practices – forced labor • Excessive working hours <p>Health, Safety and Environmental Risks:</p> <ul style="list-style-type: none"> • Fire safety • Structural safety • Chemical safety
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	CG-AA-440a.1	See Product and Materials sections of this site.	See Product and Materials sections of this site.
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	CG-AA-440a.2	See Materials section of this site.	Currently, 89% of our total cotton volume is sustainable cotton, the most environmental and socially advanced cotton production in the world. 52% of our polyester volume is recycled or degradable.
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	CG-AA-000.A	See Global Standards for Suppliers Performance Data section on this site in the Transparency section of this site.	We currently monitor approximately 300 owned, contractor and licensee Tier 1 and strategic Tier 2 facilities.