



Code of Conduct and Standards of Business Practices International Apparel Contractors and Vendors

Guess?, Inc. has a long-standing commitment of conducting its business in an ethical and legal manner. We choose contractors and vendors who share that commitment.

Guess will use the following standards in selecting apparel contractors and vendors and will require its contractors and vendors to comply (and to ensure that their respective subcontractors and vendors comply) with these standards.

Guess will also use on-site monitoring of its contractors and vendors to ensure compliance with these standards.

1. **Legal Requirements** Apparel contractors and vendors must observe all applicable laws of their country (and any applicable foreign laws), including laws relating to bribery, employment practices, health and safety and the environment in the apparel and related industries. If local or industry practices exceed local legal requirements, this higher standard should be met.

Apparel contractors and vendors shall comply with applicable Country of Import regulations including country of origin labeling, product labeling, and fabric and product testing.

2. **Employment Practices**

- a. Contractors and vendors must not use child labor. No worker shall be employed under the minimum age established by local law, or the age at which compulsory schooling ends in the country, whichever is greater. Children under 15, or the minimum working age according to International Labor Organization (ILO) exemptions (under Convention 138), shall not be recruited or employed. In addition, contractors and vendors must comply with all local legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, and working conditions.
- b. Contractors and vendors must not use any forced, prison, indentured or bonded labor which includes, but is not limited to, human trafficking and slavery.



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Employment Practices (continued)

- c. Contractors and vendors must not use corporal punishment or other mental or physical disciplinary actions or engage in sexual harassment.
 - d. Contractors and vendors must not discriminate in hiring, wages, benefits, advancement, discipline, termination or retirement on the basis of race, religion, gender, national origin, ethnic origin, social origin, political affiliation, age, gender identity, sexual orientation or political opinion.
 - e. Contractors and vendors must pay wages and benefits and provide compensation for overtime consistent with local laws or prevailing industry standards.
 - f. Contractors and vendors must adopt working hours which do not require workers to work more than 60 hours in the normal work week. Workers must be allowed at least one day off in every normal seven-day work week.
 - g. Contractors and vendors must recognize and respect the worker's right to freedom of association and freedom of expression.
 - h. Contractors and vendors must treat their employees in a fair and respectful manner.
3. **Health and Safety** Contractors and vendors must provide a safe and healthy work environment free of hazardous conditions. Residential facilities, if provided, must be safe, clean and healthy.
4. **Environmental Protection** Contractors and vendors will utilize manufacturing processes which preserve and protect the environment.
5. **Ethical Conduct** Contractors and vendors will conduct their business in an ethical manner.



GUESS?, Inc.

Corporate Social Responsibility
1444 South Alameda Street,
Los Angeles, CA 90021

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WE WILL NOT ENGAGE IN BUSINESS WITH CONTRACTORS OR VENDORS WHO DO NOT SHARE OUR COMMITMENT TO COMPLIANCE.

I HAVE READ THE ABOVE AND UNDERSTAND THAT IN ORDER TO BECOME AND REMAIN AN APPAREL CONTRACTOR OR VENDOR FOR GUESS?, INC., WE MUST COMPLY (AND ENSURE THAT OUR SUBCONTRACTORS AND VENDORS COMPLY) WITH THIS CODE OF CONDUCT AND STANDARDS OF BUSINESS PRACTICES. I HEREBY CERTIFY THAT WE ARE CURRENTLY, AND WILL CONTINUE TO REMAIN, IN COMPLIANCE WITH THE FOREGOING. I FURTHER AGREE TO PERMIT GUESS?, INC., OR ITS AUTHORIZED REPRESENTATIVE, TO MONITOR OUR FACILITIES AS DEEMED NECESSARY.

Contractor or Vendor	Signature (President/Owner)
Address	Printed Name
City, State/Province, Country	Date
Factory	Signature (President/Owner)
Address	Printed Name
City, State/Province, Country	Date



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