
CODE OF CONDUCT AND STANDARDS OF BUSINESS PRACTICES

INTERNATIONAL CONTRACTORS AND VENDORS

GUESS 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 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

Contractors and vendors must observe and make all the subcontractors and manufacturers 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 related industries. If local or industry practices exceed local legal requirement, this higher standard should be met.

Contractors and vendors must comply with applicable Countries of Import laws and regulations relating to the import of products, including country of origin labeling, product labeling and fabric, product testing, restrictions on the marketing and use of certain dangerous substances and preparations.

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. Contractor and vendors must not use any forced, prison, indentured or bonded labor, which includes, but is not limited to, human trafficking and slavery.
- c. Contractors and vendors must not use corporal punishment or other mental or physical disciplinary actions or engage in sexual harassment.
- d. Contractor 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, 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 to assure, at a minimum, fulfilling compliance with all applicable laws and regulation to the manufacturing site.

Suppliers producing and disposing of wastewater or other types of waste must be prepared to provide evidence of compliance by maintaining valid wastewater and waste disposal permits.

5. Ethical Conduct

Contractors and vendors will conduct their business in an ethical manner.

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



I HAVE READ THE ABOVE AND UNDERSTAND THAT, IN ORDER TO BECOME AND REMAIN A CONTRACTOR OR VENDOR FOR GUESS, I 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 ALLOW GUESS OR AUTHORIZED REPRESENTATIVE TO MONITOR OUR FACILITIES AS DEEMED NECESSARY.

Contractor/Vendor/Factory (full name in English)

Address

City, State/Province, Country

Printed Name and Signature
(president/owner)

Date