

Human Rights Policy

SHC is committed to respecting the human rights of all people involved in its business and in all aspects of its supply chain. As such, SHC is committed to working with and encouraging all of our partners to uphold the principles as described in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work in order to prevent and mitigate adverse human rights impacts resulting from our business activities. We also place special value on our ongoing collaboration with a broad range of interested constituencies, including socially responsible investors, industry and peer groups, advocacy groups, concerned individuals, and governmental, inter-governmental and non-governmental organizations.

This Human Rights Policy is intended as an informational resource regarding SHC's policies with respect to these matters for all of our stakeholders – customers, associates, stockholders, and community and government leaders.

The California Transparency in Supply Chain Act

We disclose our efforts to eradicate slavery and human trafficking within our supply chain.

Child Labor

SHC maintains a zero-tolerance policy for underage labor, and prohibits the hiring of workers under the age of 15, or if higher, the local legal minimum age for employment, or the age for completing compulsory education. Manufacturers employing young persons who do not fall within the definition of children will also comply with all local legal restrictions placed on "young workers".

Compensation

SHC expects workers to be compensated by wages, including overtime pay and benefits, which satisfy all applicable laws and regulations.

Conflict Minerals Policy

SHC is committed to ensuring that all tin, tungsten, tantalum and gold ("**Conflict Minerals**") contained in our private label and exclusive products are obtained in a socially responsible manner. As such, we are working to implement and ensure compliance with Section 1502 of the Dodd-Frank Street Reform and Consumer Protection Act, enacted by Congress in 2010, related to trade in Conflict Minerals.

Discrimination

We prohibit discrimination in employment, including recruitment, hiring, training, working conditions, job assignments, pay, benefits, promotions, discipline, termination, or retirement on the basis of gender, race, ethnicity, social or national origin, religion, age, disability, sexual orientation, or political opinion.

Forced Labor

SHC prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, and mandatory overtime. This includes practices that create a legal or practical limitation on a workers' ability to leave their employment at will.

Harassment or Abuse

Manufacturers will treat each employee with dignity and respect, and will not use punishment or threats of violence, or any form of physical, sexual, psychological, or verbal harassment or abuse.

Health and Safety

Conditions in all work facilities must be safe, clean, and consistent with all applicable laws and regulations. All residential facilities provided for employees must ensure this same standard of health and safety.

Human Trafficking

SHC does not tolerate the involvement of its suppliers in human trafficking and slavery. We will investigate all reports alleging human trafficking and slavery in the supply chain, and will take swift and decisive action against any supplier acting improperly in this regard.

Migrant Labor

We expect all workers, including migrant workers, to be provided wages, benefits, and working conditions that are fair and in accordance with local law. Factories are prohibited from holding migrant worker passports, charging excessive fees for employment, or requiring the payment of a penalty upon termination of a contract.

Protection of the Environment

As a company, we adhere to all local laws protecting the environment, and our suppliers must conduct business so as to minimize the impact on the environment.

Uzbekistan Cotton

Based on the human rights issues associated with the forced labor which continues to be used in the cotton fields of Uzbekistan, SHC will not knowingly accept products that contain cotton harvested in Uzbekistan. We prohibit vendors from using cotton harvested in Uzbekistan in any phase of the production process, or from doing business with companies that are either invested in the cotton sector in Uzbekistan or using Uzbekistan cotton for any production.

Additional Policies

Please refer to the following documents for the specific policies that foster our commitment to the highest ethical and human rights standards:

[California Transparency in Supply Chain Act](#)

[Conflict Minerals Policy](#)

[Global Compliance GUIDEBOOK to Program Requirements](#)

[SHC Code of Conduct](#)

[SHC Code of Vendor Conduct](#)