



SOCIAL AND ENVIRONMENTAL COMPLIANCE GUIDELINES FOR SUPPLIERS - 2023

To ensure compliance with applicable laws and regulations, respect for human rights, ethical business conduct, and the policies of Unifi, Inc. (together with its subsidiaries and affiliates, "UNIFI") UNIFI has developed the following Social and Environmental Compliance Guidelines (the "Guidelines"), which are mandatory for all of UNIFI's suppliers. Failure to adhere to the Guidelines may impact your current and/or future business relationship with UNIFI.

○ **Laws and Regulatory Compliance**

- *Suppliers must comply with all local and national laws and regulations relating to the manufacture of goods and provision of services.*
- *Suppliers must be in good standing with their applicable governing body and maintain, at all times, any necessary licenses, permits, or authorizations to do business.*

○ **Environmental Stewardship**

- *Suppliers must meet, and should strive to exceed, all local and national laws and regulations pertaining to control and disclosure of regulated air emissions, wastewater discharge, and collection and disposal of hazardous waste, and suppliers must employ adequate spill prevention and containment practices to minimize the environmental impact of supplier's operations.*
- *No product(s) supplied to UNIFI contain(s) any chemicals listed in the current Proposition 65 List (the "List"). The List is maintained by the California Office of Environmental Health Hazard Assessment ("OEHHA") and can be found online at <https://oehha.ca.gov/proposition-65/proposition-65-list>. Supplier will promptly notify UNIFI, in writing to the email address provided herein, if this representation is no longer accurate due to changes in the List or the composition of product(s) supplied to UNIFI.*
- *No product(s) supplied to UNIFI contain(s) any Regulation (EC) No 1907/2006 Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) Substances of Very High Concern (SVHC). For an updated list of SVHC, visit <https://echa.europa.eu/candidate-list-table>.*
- *No product(s) supplied to UNIFI contain(s) tin, tantalum, tungsten or gold (known as conflict minerals) sourced from the Conflict Countries as defined in section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, 15 U.S.C. Section 78m(p). Supplier will promptly notify UNIFI, in writing to the email address provided herein, if the Supplier becomes aware that any of these items included in products purchased by UNIFI comes from a Conflict Country.*

○ **Child & Forced Labor and Human Trafficking**

- *Suppliers must meet or exceed all applicable laws and regulations related to child labor and treatment of employees. UNIFI will not tolerate the use of unlawful child or forced labor; slavery; human trafficking; the exploitation of children; engagement in unacceptably hazardous working conditions; or the physical abuse, punishment, or involuntary servitude of any worker in any of its operations and facilities. UNIFI mandates the same standard to be upheld by all suppliers, vendors, and contractors.*

○ **Compensation of Employees and Contracted Workers**

- *Suppliers must meet or exceed the legally required wages and working conditions for employees, or where no applicable law exists, the local industry standard.*

○ **Working Hours for Employees and Contracted Workers**

- *Suppliers must meet or exceed local, state, and national laws, as well as industry best practices, with respect to working hours for employees.*

- **Harassment and Violence**
 - *Suppliers must be committed to a working environment that is at all times free of harassment and violence of any type.*
- **Discrimination**
 - *Subject to applicable laws and regulations, suppliers must prohibit discrimination against any employee or applicant on the basis of age, race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation, gender identity/expression, or veteran status with respect to hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation and selection for training.*
- **Safety**
 - *Suppliers must have specific programs, training, and documentation in place to promote safety in the workplace, the prevention of injuries, occupational illness, and environmental incidents.*
- **Ethical Business Activities**
 - *Suppliers must comply with all applicable laws and regulations related to ethical business practices. Competitive advantages may not be gained through fraudulent activities, improper use of business courtesies, or other inducements. Offering, giving, soliciting, or receiving any form of bribe is strictly prohibited.*

The foregoing are topics addressed by various UNIFI corporate policies, all of which can be found on UNIFI’s website: www.UNIFI.com. If you have specific questions related to this policy, please email suppliers@UNIFI.com.

By signing this document, the signor is representing that he/she is duly authorized to confirm the supplier’s compliance with all of the above Guidelines. At all times, it is the responsibility of the supplier to promptly notify UNIFI, in writing via the email address provided herein, if there is any change with respect to compliance with any of the foregoing provisions.

If applicable, please list any fields your company cannot comply with at this time:

Company Name: _____

Printed Name: _____

Signature: _____

Title: _____

Email: _____

Phone Number: _____

Date: _____