



June 5, 2020

SOCIAL AND ENVIRONMENTAL COMPLIANCE GUIDELINES FOR SUPPLIERS

In our effort to assure compliance with Unifi, Inc. and its subsidiaries (Unifi) policies, as well as applicable laws, respect for human rights and ethical business practices, Unifi has developed the following social and environmental compliance guidelines to be adhered to by all suppliers of Unifi. Failure to adhere to these guidelines may impact your current and/or future status as a supplier to 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.*
- **Environmental Stewardship**
 - *Suppliers should meet and strive to exceed all local and national laws and regulations pertaining to control and disclosure of regulated air emissions, wastewater discharge, collection and proper disposal of hazardous waste and should employ adequate spill prevention and containment practices to minimize the environmental impact of supplier's operations.*
- **Child & Forced Labor and Human Trafficking**
 - *Suppliers should meet or exceed all applicable laws and regulations relating 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, globally, and expects the same standard to be upheld by all suppliers, vendors and contractors.*
- **Compensation of Employees and Contracted Workers**
 - *Suppliers are expected to 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 should meet or exceed local, state, national laws and industry practices with respect to working hours for employees.*
- **Harassment and Violence**
 - *Suppliers should be committed to a working environment that is free of harassment and violence of any type.*
- **Discrimination**
 - *Within applicable law, suppliers are expected to 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 should have specific programs, training and documentation in place to promote safety in the workplace, the prevention of injuries, occupational illness and environmental incidents. Off-the-job safety training should also be promoted.*
- **Ethical Business Activities**
 - *Suppliers are expected to comply with all applicable laws and regulations related to ethical business practices. Competitive advantages should not be gained through fraudulent activities, improper use of business courtesies or other inducements. Offering, giving, soliciting or receiving any form of bribe is 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.