

## Unifi Policy on Human Rights

Unifi, Inc. and its subsidiaries (herein collectively referred to as “Unifi”) are committed to the protection and advancement of human rights wherever we operate. The ***Unifi Human Rights Policy*** is based upon our core values and our corporate compliance programs.

We commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We acknowledge the rights of freedom of speech and freedom of association, including the right to collective bargaining, provided in the National Labor Relations Act of 1935. We will work to identify and do business with partners who aspire to conduct their business in a similar manner.

Compliance with this Policy and applicable laws is the responsibility of every employee, supplier, vendor and contractor acting on our behalf and is a condition of their employment or contract. Management in each business is responsible to educate, train, and motivate employees to understand and comply with this Policy and all applicable laws.

### **Child and Forced Labor and Human Trafficking**

Unifi will not tolerate the use of child or forced labor, slavery or human trafficking in any of its global operations and facilities. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. Unifi's suppliers, vendors and contractors should meet or exceed all applicable laws and regulations relating to child labor and treatment of employees.

For purposes of this Policy, we are using the United Nations definition of a “child”.

### **Compensation**

Unifi will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard.

### **Working Hours**

Unifi will comply with applicable local, state, national laws and industry practices with respect to working hours.

## **Harassment**

Unifi is committed to a working environment that is free of harassment. Harassment of any type will not be tolerated.

If an employee believes that he or she has been subjected to discrimination or harassment of any type, the employee is encouraged to promptly notify the Human Resources Department or Unifi's Legal Department, and the employee may also notify an executive officer or a Vice President. Any such person who is provided such notice (and any supervisor or manager who becomes aware of possible discrimination or harassment against a subordinate whom he or she supervises) must immediately inform the Company's General Counsel. In lieu of providing notice personally to any such person, however, an employee may use the Company's Ethics & Compliance Hotline (<http://investor.unifi.com/corporate-governance/ethics-compliance-hotline>) to make a confidential and/or anonymous report of the behavior. All reports of discrimination or harassment will be investigated promptly and, to the extent possible, confidentially.

## **Discrimination**

Unifi does not discriminate against any employee or applicant because of age (within statutory limits), 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**

We believe that all injuries and occupational illnesses, as well as safety and environmental incidents are preventable, and our goal for all of them is zero. We will promote on-the-job safety for our employees.

## **Corruption and Bribery**

Unifi does not seek to gain any competitive advantage through the improper use of business courtesies and other inducements. Good judgment and moderation must be exercised to avoid misinterpretation and adverse effect upon the reputation of the Company or its employees. Offering, giving, soliciting, or receiving any form of bribe is prohibited.

## **Use of Security Forces**

Security forces are an important part of protecting people, property, and information from theft and violence. In performing security duties, personnel shall not use physical force protective measures except when all practical security and safety measures have been exhausted and the threat of physical harm is imminent to either one's self or another person.