

HANES Brands Inc

January 22, 2020

RE: Consumer Product Chemical Management

Dear Sir/Madam:

Hanesbrands Inc. has a well-developed and mature chemical management system that tracks chemical usage in our manufacturing facilities and cross-references global environmental regulations, including those applicable to consumer products and packaging as well as environmental and safety regulations that apply to usage within our manufacturing facilities. This is accomplished by requiring all chemicals used in our manufacturing facilities to be approved by our Environmental Affairs Department prior to purchase or use. The intent of the process is to ensure safety for our consumers and employees. This program prohibits any chemical components in our manufacturing processes that could result in the product being regulated under global legislation related to chemicals in consumer products or to facility operations, including California Proposition 65 and numerous other regulations.

The chemical ingredient screening looks at potential environmental impacts and numerous global regulations in that regard. With respect to chemicals in apparel/consumer products, the screening would include, but not be limited to, the following published restricted substance list and global regulations.

- I. The American Apparel and Footwear Association (AAFA) Restricted Substance List (RSL).
- II. California Proposition 65.
- III. European REACH.
- IV. OEKO-TEX certification
- V. The US EPA Class I and Class II Ozone Depleting Compounds.
- VI. The State of Washington Children's Safe Products Act.
- VII. Regulations governing the Chemicals for High Concern for Children for the states of Maine, Oregon and Vermont.
- VIII. The US Consumer Product Safety Improvement Act.
- IX. The National Standards of the People's Republic of China regarding chemicals in apparel.
- X. Canadian Environmental Protection Act.
- XI. Korean Safety Quality Mark Act.
- XII. European and Chinese legislation banning certain azo-dyes.
- XIII. Numerous global packaging regulations.

Please advise should you have any questions or visit www.hanesforgood.com for additional information.

Sincerely,



Teddy Mendoza
Senior Manager, Corporate Social Responsibility