

## **alphabroder Social Accountability Policy 2024**

People are our greatest resource at alphabroder. We are incredibly proud to support a culture cemented in our **icare** core values of: **i**ntegrity, **c**ustomer care, **a**ccountability, **r**espect, and **e**xcellence.

As part of our value-based environment, we honor a workplace Social Accountability Policy that is in full alignment with Fair Labor Association (FLA)'s Principles for Responsible Sourcing and Responsible Production.

How we engage our team and the manner in which we go to market is a responsibility we take to heart. At alphabroder it is always our intent to do the right thing, by our associates and customers alike. It's also our expectation that associates, vendors and factories will set their own bar, using this same code of conduct, from which all daily activity is to meet or surpass expectation.

FLA is a renowned multi-stakeholder initiative in our industry that protects workers' human rights worldwide in global supply chains. The FLA Board of Directors approved Broder Bros., Co. dba alphabroder to commence the "Participating Company" journey in October 2021. As such, we are committed to ensuring "respectful and ethical treatment of workers" and "sustainable working conditions" in line with FLA's principles. We will continue working with FLA toward full accreditation over the next few years.

This Social Accountability Policy describes proper practices, an outline for the norms, rules, and responsibilities in all alphabroder business. These apply to our dealings with vendors, factories, and agents so we can work together to promote social responsibility while respecting the laws, ethics, human rights, and of course, our licensors and customers standards.

Our vision is "be the most trusted and valued partner for branded products". As a leader in our space, we hold ourselves accountable to the highest of standards, and we'd have it no other way.



President & CEO