



## **A+ School and Career Apparel**

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### **WORKING CONDITIONS / CODE OF CONDUCT POLICY**

School Apparel, Inc. (SAI) is concerned about human dignity, and we have gone to great lengths to promote the well-being of our workers, worldwide.

While factories throughout the world operate in different legal and cultural environments, our Working Conditions/Code of Conduct Policy sets forth the requirements that all factories must meet, as a condition of doing business with us. SAI will not support anything that compromises this Policy by infringing upon the human rights of any individual.

#### **Domestic Working Conditions**

Our factory in Star City, Arkansas, employs several hundred people year-round. It is fully air-conditioned, highly automated, and employees work regular 8-hour shifts. SAI provides a full range of health benefits to our employees and their families, including medical and dental coverage, life and short-term disability insurance and a 401-K plan with employer contributions. In addition, we offer subsidized day care for our employees. SAI was the first employer in southeastern Arkansas to offer this helpful benefit. Employees also enjoy a liberal vacation and family leave policy. All of these are reasons why we have many dedicated and loyal employees who have been with the company for almost 40 years.

#### **Off-Shore Code of Conduct**

In regards to our off-shore production facilities, SAI requires that our locations must operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. Additionally, our company complies with all labor, worker health, safety and environmental laws in each of our locations; does not discriminate based on characteristics, beliefs, race, gender, nationality, religion, age, maternity or marital status; employs only workers that meet the applicable minimum legal age requirement; pays at least the minimum legal wage or the local industry standard, whichever is greater; and treats all their workers with dignity and respect in a safe and healthy environment.

We welcome visitors. Please call 800-227-3215 to set up an appointment.

Very truly yours,

School Apparel, Inc. (SAI)