

Dear Fellow Employees,

We are a world-class consumer goods company. We've set ambitious business plans and have an inspiring mission statement to guide us. Today's business environment demands that we deliver better products at competitive prices.

It also demands that we act ethically and responsibly. It is essential that we conduct ourselves with integrity and comply with the laws and regulations that govern our global business activities. Our business success depends on it. Consumers will not do business with companies that compromise values and fail to act with integrity.

These Global Business Standards were developed to provide you with information and resources to make informed business decisions and act on them with integrity. These standards are also a declaration to our customers, business partners and stockholders that we are committed to conducting business as we always have – by doing the right thing.

In your career, you may be faced with a situation that does not appear to support our business values or you're not sure if it is the right course of action. Please use these standards to assist you on where you can turn for support. Resources include e-mail, a toll-free phone number and a website to assist you with your questions and/or concerns.

By living our culture of ethical conduct, you can help ensure that we truly succeed in the years to come.

Lee Chaden
Executive Chairman

A handwritten signature in black ink that reads "Lee A. Chaden". The signature is fluid and cursive, with a long horizontal stroke at the end.

Rich Noll
President and Chief Executive Officer

A handwritten signature in black ink that reads "Rich Noll". The signature is cursive and stylized, with a prominent "R" and "N".

Shared Responsibilities

Hanesbrands Inc. is made up of over 50,000 people who manufacture quality branded consumer goods products and market those products to consumers around the world.

While our businesses, locations and customs vary, and each individual who works for HBI is unique, certain standards and responsibilities are shared wherever we do business. The *Global Business Standards* serve as a common sense reminder of the business responsibilities we share.

WE HAVE A RESPONSIBILITY TO

Ourselves

Integrity is at the heart of who we are. Integrity is at the heart of HBI as well.

WE HAVE A RESPONSIBILITY TO

Each Other

We owe each other honesty, respect, and fair treatment. We value the unique contributions of each employee.

WE HAVE A RESPONSIBILITY TO

Our Consumers

Consumers trust the quality, safety and value of our products, and trust that we will stand behind what we sell.

WE HAVE A RESPONSIBILITY TO

Our Stockholders

Stockholders trust us to responsibly use all our assets to make our business grow.

WE HAVE A RESPONSIBILITY TO

Our Business Partners

We depend on strong relationships with our business partners to provide the high quality, high value products that consumers demand.

WE HAVE A RESPONSIBILITY TO

Our Communities

We actively seek opportunities to contribute to the communities in which we do business, and to improve the environment that sustains us all.

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Introduction

THE GLOBAL BUSINESS STANDARDS

The *Global Business Standards* set forth the fundamental responsibilities of all those who represent HBI's good name. It describes the ethical and legal responsibilities all HBI employees are expected to uphold. It is a guide and a resource, and is intended to alert employees to significant legal and ethical issues that frequently arise.

WHAT THE GLOBAL BUSINESS STANDARDS ARE NOT

This *Global Business Standards* booklet is not a comprehensive document intended to address every ethical issue that an employee might face, nor is it a summary of all laws and policies that apply to HBI businesses. Most importantly, the *Global Business Standards* are neither a substitute for good judgment, nor a restraint on the entrepreneurial initiative of employees and managers.

THE GLOBAL BUSINESS STANDARDS ARE NOT ENOUGH

One of the truest clichés heard around the world is that “Actions speak louder than words.” Our *Global Business Standards* are effective when employees read them, understand them, and live up to them. To aid in this, HBI has established a Corporate Business Practices Committee, made up of executive officers of the company, to establish appropriate ethical and legal standards and to oversee compliance with laws, regulations, the *Global Business Standards* and related policies and procedures.

HBI has also designated a Corporate Business Practices Officer responsible for overseeing the day to day implementation of, and compliance with, HBI's ethical standards, including communications, training and assessment. Business Practices Officers have also been established throughout HBI both in the US and abroad.

THE GLOBAL BUSINESS STANDARDS ARE GLOBAL

The *Global Business Standards* apply to all employees of all businesses and subsidiaries worldwide and to the members of the Board of Directors when they are acting on behalf of HBI. Employees cannot use a contractor, agent, consultant, broker, distributor or other third party to perform any act prohibited by law or by HBI policy. If compliance with the Standards appears to conflict with local law, employees should discuss their concerns with the Legal, Compliance & Risk Management Department.

NAMES IN THE GLOBAL BUSINESS STANDARDS

All references to HBI in this document also refer to each of HBI's domestic and foreign subsidiaries, as well as joint ventures where HBI has management responsibility.

We Have a Responsibility to Ourselves

HBI is made up of thousands of persons, each with unique values and aspirations. One of the values we share is integrity. We want to be proud of the work we do and the lives we lead. Integrity is at the heart of who we are.

Integrity is at the heart of HBI as well. Without a reputation for integrity we would fail on store shelves, with investors, and in our own eyes.

OUR RESPONSIBILITIES

Each HBI employee is responsible for demonstrating integrity. Business integrity is hard to define, but everybody knows it when they see it. Among other things, it means honesty and obeying the law. It means treating those with whom we work with fairness and respect. And it means being accountable and taking responsibility for actions and consequences.

It is also the responsibility of each HBI employee to comply with the *Global Business Standards*, and to take action or report to management when aware of criminal acts or acts in violation of the Standards. Employees who fail to comply with the Standards, including not reporting known unethical activities, will be subject to disciplinary action.

Individuals who report an ethical or legal concern in good faith will never be subject to retaliation for reporting. Any employee responsible for retaliation against an individual who in good faith reports a known or suspected violation will be subject to disciplinary action. Additionally, employees who knowingly submit false reports will also be subject to disciplinary action.

MANAGERIAL RESPONSIBILITIES

Managers are expected to exemplify the highest standards of ethical business conduct and encourage discussion of the ethical and legal implications of business decisions. Managers have a responsibility to create and sustain a work environment in which employees, consultants and contract workers know that ethical and legal behavior is expected of them.

This responsibility includes ensuring that the *Global Business Standards* are communicated to all those working for the manager. Managers are also responsible for ensuring that employees who need to know additional information in order to do their jobs, for example regarding environmental health and safety, antitrust or international business practices, receive appropriate policies and training.

Managers must be diligent in looking for indications that unethical or illegal conduct has occurred and take appropriate and consistent action to address any situations that seem to be in conflict with the law or the *Global Business Standards*. Managers also need to be careful not to hire or delegate authority to any individual who they have reason to believe may engage in unlawful conduct or unethical activities.

A request for a waiver of any standard contained in these *Global Business Standards* involving an employee may be granted only by the HBI Business Practices Office in advance. A waiver involving an executive officer or director may be granted only by the company's Board of Directors or a designated committee of the Board. All waivers granted to executive officers and directors must be disclosed to the company's stockholders. The company generally will not grant such waivers and will make exceptions only for good cause.

“These Standards are really just common sense.”

Ethics Focus Group and Training Participants

Taking Action

If you're ever faced with a difficult situation, look yourself in the mirror and ask these questions:



The Mirror Test

Is it Legal?

If it's not legal, don't do it. It's that simple.

What will others Think?

If you were explaining your actions to your manager, your mother, or the news media, could you justify what you have done?

How about to the people affected by your actions?

Is it Right?

How does your conscience feel?

What would a trusted friend say?

Do the Right Thing!

If you have questions about the *Global Business Standards*, or are concerned about conduct that you believe violates HBI standards or the law, talk to your manager. If this seems inappropriate, or if you don't believe the person to whom you've reported your concern has taken appropriate action, talk to Human Resources, Internal Audit, the Legal, Compliance & Risk Management Department or a Business Practices Officer. Reports will be handled promptly, thoroughly, fairly, and discreetly.

BUSINESS PRACTICES RESOURCE LINE

Employees may conveniently contact the Corporate Business Practices Officer through e-mail (Business.Practices@Hanesbrands.com) or by calling the Business Practices Resource Line, or by submitting a report through www.HBIResourceLine.com.

The Resource Line is available 24 hours a day, 365 days a year. Translators are available. Call toll-free 1-888-303-7522.

Callers outside the U.S. may call toll-free by using the local toll free numbers at the back of this manual or their local AT&T Direct access number, wait for the international operator, then dial 1-888-303-7522 and request an interpreter, as needed.

Calls to the Business Practices Resource Line may be made anonymously. Anonymous callers will be advised if additional information is required before an effective investigation can take place. Callers who wish to follow up on their call will be assigned a confidential ID number. Some employees may prefer that they not be identified other than to the Business Practices Officer, even if they have chosen to give their name. Confidentiality will be maintained to the fullest extent possible.

We Have a Responsibility to Each Other

Our success as a company and as individuals depends on the unique contributions of all the people we work with. We owe each other honesty, respect, and fair treatment.

HUMAN RIGHTS AND THE LAW

HBI complies with employment laws in every country in which it operates, and supports fundamental human rights for all people.

We will not employ children or forced labor, including prison or bonded labor. We will not tolerate physical punishment or abuse. We will respect the right of employees to exercise their lawful right of free association. Similarly, we will recognize the lawful rights of our employees to choose or not choose collective bargaining representation. HBI enthusiastically supports laws prohibiting discrimination based on a person's race, color, gender, national origin, age, religion, disability, veteran status, marital status, sexual orientation or other protected characteristics.

Ask yourself:

"Which company would I prefer to work for?"

"Which company would I prefer to buy products from?"

"Which company would I prefer to invest in?"

A company that strives to live up to the responsibilities of the Global Business Standards?

Or one that doesn't even try?

FAIR TREATMENT AND OPPORTUNITY

HBI is firmly committed to the fair treatment and compensation of employees. All applicants and employees are judged by their qualifications, demonstrated skills and achievements.

We believe in recognizing and rewarding good performance, and offering opportunities for advancement through promotions and training.

DIVERSITY

We believe that differences should be valued. Every employee deserves the opportunity to work and grow in an environment that is free of discrimination and harassment, and that supports work/life flexibility. At HBI, diversity will be embraced, managed and led at all organizational levels. In exchange, we will benefit from the creativity, varied perspective, innovation, and energy that result from a diverse workforce.

HARASSMENT

HBI employees have the right to work in an environment that is free from intimidation, harassment and abuse. Verbal or physical conduct by any employee that harasses another, disrupts another's work performance or creates an intimidating, offensive, abusive, or hostile work environment will not be tolerated.

In addition, unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature are specifically prohibited. Employees are encouraged to help each other by speaking out when a co-worker's conduct makes them or others uncomfortable and are responsible for promptly reporting harassment when it occurs.

SAFETY AND HEALTH

HBI is committed to providing a safe and healthy work environment. Each facility is required to have a safety program in place that includes appropriate training and meets applicable laws and government regulations as well as HBI's own high standards.

To support this commitment, each employee is responsible for observing the safety and health rules and practices that apply to his or her job. Employees are also responsible for taking precautions necessary to protect themselves and their co-workers, including immediately reporting accidents, injuries, and unsafe practices or conditions.

Appropriate and timely action will be taken to correct known unsafe conditions.

The health and safety of all employees, and the quality and productivity demanded by consumers and stockholders, require each employee to report to work free from the influence of any substance that could prevent him or her from conducting work activities safely and effectively.

“Diversity isn’t a sideline here. It’s how we do business, and it’s something we have long embraced – many years before it became an emphasis for other companies.”

*Corporate diversity and inclusion liaison
Hanesbrands Inc.*

We Have a Responsibility to Our Consumers

Consumers around the world purchase our products because they trust them. They trust their quality, they trust their value, and they trust that we will stand behind what we sell. We must preserve that trust.

PRODUCT SAFETY

As one of the leading consumer goods companies in the world, HBI has a fundamental responsibility to ensure that consumers can trust the safety of our products. It is the primary responsibility of every employee throughout the world to make sure that our products are safe to use. Each employee must ensure that he or she is living up to our rigorous standards.


We also have an obligation to monitor the quality of our supply chain to ensure that the products we sell meet all government safety and quality standards, as well as our own. Any threats to product safety must be immediately reported to management.

More than 100 years ago,
a North Carolinian named Pleasant Hanes split men's one-piece wool underwear in half, giving birth to the great American T. Today, Hanes is sold in more than 75 countries around the globe. The world over, consumers have come to depend on the quality, comfort and value of Hanes and other consumer products from Hanesbrands Inc.

QUALITY AND VALUE

HBI builds preeminent brands by offering high quality and good value. Consumers expect more from HBI brands. It is the job of every employee to make sure that consumers get what they expect — and pay for.

This means that no product can leave a warehouse or factory as first quality unless it is. Remember, the company's brand is on every package, and its reputation is inside every package.



“Consumers who order HBI products through our catalogs and the Internet know they can always count on us. If there’s ever a problem with one of our products, we’ll immediately refund their money or replace the product. That guarantee gives us a service advantage, and it lets our consumers know how much we care.”

Customer Service Manager

MARKETING

HBI is committed to promoting its brands in ways consistent with its excellent reputation. Marketing of HBI products should be based on quality, distinctiveness, brand recognition, fair pricing and promotional programs. Product, service and price attributes will be truthfully and accurately represented. False claims about competitors’ offerings are not acceptable.

Advertising, packaging, point of purchase displays, or promotions must never misstate facts or provide misleading impressions. The content of, and vehicles used for advertising should be tasteful—avoiding messages, depictions, or characterizations that would be offensive to HBI consumers, customers or employees in the country in which the advertising is shown.

We will respect the expressed privacy preferences of consumers.

CONFIDENTIALITY OF PERSONAL DATA

HBI respects and values the privacy of employees and customers. Employees are responsible for respecting the privacy of fellow employees and customers by only using personal data for authorized business purposes consistent with policy and local law. Never use personal data for personal benefit or in any other inappropriate way.

We Have a Responsibility to Our Stockholders

Stockholders trust us to responsibly use all our assets—people, financial, brand, manufacturing, information—to make our business grow and ultimately increase the value of their investment in HBI.

ACCURACY OF BUSINESS RECORDS

Honest and accurate recording and reporting of information is extremely important.

Investors count on HBI to provide accurate information about its businesses and to make responsible business decisions based on reliable records. Employees throughout HBI are responsible for properly recording many kinds of information.

It is wrong, for example, to make false claims on an expense report or time sheet, to falsify quality or safety results, to record false sales or record them early, to understate or overstate known liabilities and assets, or to defer recording items that should be expensed. No entry may be made that intentionally hides or disguises the true nature of any transaction.

All financial books, records and accounts must accurately reflect transactions and events, and conform both to generally accepted accounting principles and to HBI's system of internal controls. Undisclosed or unrecorded funds, assets or liabilities are not permitted. Employees uncertain about the validity of an entry or process are expected to consult Internal Audit. Employees may also raise concerns about accounting practices to the Business Practices Resource Line or the Audit Committee of the Board of Directors.

CREATING AND RETAINING BUSINESS RECORDS

Almost all business records — including email and computer records — may become subject to public disclosure in the course of litigation or governmental investigations. Records are also often obtained by outside parties or the media. Employees should therefore attempt to be as clear, concise, truthful and accurate as possible when recording any information, including information in e-mail form. Avoid exaggeration, colorful language, guesswork, legal conclusions, and derogatory characterizations of people and their motives.

Documents should only be destroyed in accordance with the applicable HBI document retention policy, and never in response to or in anticipation of an investigation or audit. Contact the Legal, Compliance & Risk Management Department if there is any doubt about the appropriateness of document destruction or the content of the applicable document retention policy.

“Consumers and employees trust us with their confidential information, and we take every precaution to protect it. We have a response plan and a team in place to take action should we ever have a problem.”

*Director of operational services
Hanesbrands Inc.*

RESPONDING TO INQUIRES FROM STOCKHOLDERS, ANALYSTS AND THE MEDIA

When HBI provides information to the public, it has an obligation to accurately and completely report all related material facts. In order to ensure that HBI complies with its obligations, employees receiving inquiries regarding HBI's activities, results, plans or its position on public issues must refer the request to the vice president of Investor Relations.

PROTECTING COMPANY ASSETS

All employees are entrusted with numerous company assets and have a special responsibility to protect them. This includes not only cash and other financial assets but also assets like plant and equipment, inventory, computer networks and supplies.

Company resources should be used only to conduct company business or for purposes authorized by management. Company computers or networks may only be used in accordance with Company policy, and may never be used to access, receive or transmit material that others would find offensive. Unauthorized copying of software, tapes, books and other legally protected work is a misuse of assets and may expose the company to legal liability, as well as expose the responsible party to disciplinary action.

Any act by a HBI employee that involves theft, fraud, embezzlement, or misappropriation of any property is prohibited.

PROTECTING CONFIDENTIAL INFORMATION

One of HBI's most valuable assets is information. Like all other assets, information that is not generally disclosed and is helpful to the company (or would be to competitors) must be protected. Some examples of the areas that offer HBI a competitive advantage include: trade secrets, sales and profit figures, new product or marketing plans, research and development ideas or information, manufacturing processes, and information about potential acquisitions, divestitures and investments.

It is each employees' affirmative duty to safeguard confidential information by keeping it secure, limiting access to those who have a need to know in order to do their job, and avoiding discussion of confidential information in public areas, for example on planes, elevators and mobile phones. The obligation to preserve HBI's confidential information is ongoing, even after employment ends.

AUDITS AND INVESTIGATIONS

Using both internal and external resources, HBI conducts routine special audits and investigations. All employees are required to cooperate fully and truthfully with designated audit and investigations professionals.



CONFLICT OF INTEREST

Stockholders of HBI expect that business decisions are made in the best interest of the company. Actions must be based on sound business judgment, and not motivated by personal interest or gain. Any situation that creates or appears to create a conflict between personal interests and the interests of HBI must be avoided. Potential conflict of interest situations must be promptly reported to a HBI Corporate Business Practices Officer as they arise.

Family Members and Close Personal Relationships

A conflict of interest may arise when doing business with or competing with organizations that employ or are partially owned by family members or close personal friends. Family members include spouse, children, parents and siblings.

Personal Investments

Employees may not own, either directly or indirectly, a substantial interest in any business entity that does or seeks to do business with, or is in competition with HBI, without written approval of the Corporate HBI Business Practices Officer. As a guide, “substantial interest” includes the ownership by an employee or family members of more than 5% of a company’s outstanding securities or that represents more than 5% of the total assets of the employee or family members. Employees are also prohibited from taking for themselves business or investment opportunities that are discovered through the use of corporate property, information or position. This includes directly or indirectly buying, leasing or otherwise acquiring rights to any property or materials if they believe that HBI may also be interested in pursuing such opportunity.

Outside Employment

Employees may not work for or receive payments for services from any business entity that does or seeks to do business with, or is in competition with HBI, if this work or payment may influence any decision that might be made in the performance of their regular duties. A conflict of interest may also arise if an employee’s outside employment activities are so demanding that they interfere with an employee’s ability to fulfill his or her responsibilities to HBI, or if there is a risk that the outside employment may cause the employee to disclose HBI’s confidential, proprietary or trade secret information. Subject to any applicable local legal requirements, HBI executives and managers are required to obtain prior written approval from their supervisor of any non-conflicting outside employment.

“Inside Information” and Securities Trading

Confidential information may not be used for personal benefit. It is prohibited to trade securities or to tip others to trade securities of HBI or other companies on the basis of material information before it is made publicly available to ordinary investors through appropriate media. Such information includes news about acquisitions, investments, new business relationships, financial results, important management changes, and other information that a reasonable investor would consider material when deciding whether to buy, sell or hold a security.

If doubt exists as to whether the information is material or has been released to the public, don’t trade until you have consulted with the Business Practices Officer or the Legal, Compliance & Risk Management Department. In order to avoid the appearance that any HBI employee is trading on inside information, no employee should engage in “short sales,” or trade in puts, calls or other options on HBI’s stock. Employees may of course purchase and sell HBI securities, as long as they are not basing decisions on inside information.

We Have a Responsibility to Our Business Partners

We depend on strong relationships with our customers, suppliers and other business partners who help us provide the high quality, high value products consumers demand.

DOING BUSINESS WITH HBI

HBI believes in doing business with those suppliers, contractors, joint venture partners, agents, sales representatives, distributors and consultants who embrace and demonstrate high standards of ethical business behavior. All persons or companies engaging in ongoing or material business relationships with HBI should receive a copy of the *Global Business Standards* and the *Global Standards for Suppliers*.

HBI will not knowingly use suppliers who operate in violation of applicable law or regulation, including local environmental, employment, and safety laws. HBI will also not knowingly do business with suppliers who employ non-family members under the age of 15, employ forced labor, or use corporal punishment to discipline employees, regardless of whether such practices are permitted by applicable law. HBI will exercise diligence to determine whether suppliers conform to these standards.

Additionally, HBI will favor competitive suppliers who are proactive in contributing to the continued education and betterment of employees, and who provide equal opportunity to all. Competitive suppliers who have demonstrated commitment to environmental, employment and community standards above and beyond the law will also be favored.

PURCHASING PRACTICES

All purchasing decisions must be made based on the best value received by HBI. Employees should ensure that personal or family relationships not influence or appear to influence objective business decisions. Obtaining competitive bids, verifying quality and service claims on a regular basis, and confirming the financial and legal condition of the supplier are all important steps in a good purchasing decision. Agreements should be written, and clearly set forth the services or products to be provided, the basis for earning payment, and the applicable rate or fee. The amount must not be excessive in light of industry practice and must be commensurate with the services provided.

HBI will respect the confidential information of our suppliers.



GIFTS, FAVORS AND ENTERTAINMENT

In many industries and countries, gifts and entertainment are used to strengthen business relationships. Throughout the world, one principle is common and clear: No gift, favor, or entertainment should be accepted or provided if it will obligate or appear to obligate the recipient.

Providing

Gift or entertainment may be provided if they are reasonable complements to business relationships, or of modest value, and, in any event, not against the law or the policy of the recipient's company. Gifts to government officials require the advance approval of the Legal, Compliance & Risk Management Department. Offering or providing bribes or kickbacks is prohibited in all circumstances.

Accepting

Accepting occasional gifts and entertainment may be appropriate in developing business relationships. Gifts and entertainment should further the business interests of HBI, and not be lavish or in excess of the generally accepted business practices of one's country and industry.

Requesting or soliciting personal gifts, favors, entertainment, or services is unacceptable.

Accepting gifts of cash or cash equivalents is also always unacceptable. Additionally, employees may not exploit their position to solicit vendors, including financial institutions, to provide individual preferential treatment in pricing, terms, or loans.

Reporting

Gifts, entertainment and prizes that exceed \$250.00, may appear to be lavish or excessive, or involve air travel, require the prior written approval of a business practices officer. For further important detail, please see the HBI Entertainment, Gifts and Prizes policy.

Recipients of prohibited gifts or favors should let management know and return the gift with a letter explaining HBI policy. If a gift is perishable or impractical to return, management should distribute it to employees or donate it to charity, with a letter of explanation to the donor.

How do you build a worldwide brand?

Creating strong partnerships with customers who know their consumers well is clearly important. Few companies have done this better globally than HBI. All around the world HBI is growing its sales and profits by developing strong relationships with its customers.

These relationships are based on trust. Trust that each business partner will deliver on its promises and promise only what can be delivered. Winning Through Integrity is not just a slogan, it's a way of doing business.

COMPETITIVE INFORMATION

Information about competitors, customers and suppliers is a valuable asset in the highly competitive markets in which HBI operates. HBI will obtain this information legally. Theft of proprietary information, inducing disclosures by a competitor's past or present employees, and any action that could create an appearance of an improper agreement with competitors are prohibited.

ANTITRUST

Antitrust laws in the United States and in many other countries where HBI does business, encourage companies to compete aggressively to increase their sales, market share, and profits. HBI believes in free and open competition, and fully complies with these laws.

This section very briefly summarizes several situations or issues that are often illegal, depending on the circumstance and the country:

- Entering into any formal or informal arrangement, understanding or agreement with competitors that fixes prices or allocates production, sales territories, products, customers or suppliers.
- Agreements with customers and suppliers that establish the resale price of a product, limit a customer's right to sell product, or condition the sale of products on an agreement to buy other HBI products.
- Pricing of a product below cost, and certain other pricing and promotion policies, especially when we have a substantial share of the market.
- Exchanging information with competitors regarding pricing, marketing, production or customers.

It is the responsibility of any individual who has a question about these issues or any other discussion, decision or action that has potential antitrust implications to consult with the Legal, Compliance & Risk Management Department before such action has taken place. Training and more detailed information are available from the Legal, Compliance & Risk Management Department for any employee who has a question or concern.

The monetary cost of antitrust violations, even unintentional ones, can run into millions of dollars in fines and penalties. The cost to HBI's reputation could be even greater.

The Power of Reputation

HBI has a rich history, dating back to 1901, when brothers John Wesley Hanes and Pleasant Hanes began manufacturing men's hosiery and underwear. Today we are one of the world's leading consumer goods companies, and our brands are known for innovation and quality. This reputation has been in the making since the early 1900s.

Champion was born in 1919, and its success took off when it patented the Reverse Weave® sweatshirt. The brand is credited with introducing the hooded sweatshirt, originally used by football teams on the sidelines.

Duofold began its tradition of innovation in 1906 with the introduction of the first two-layer thermal underwear for men. Since that time, Duofold has helped the British Royal Marines successfully reach the South Pole and Olympic participants win many medals.

Playtex was founded as the International Latex Company in 1932.

The company began as a manufacturer of bathing caps and soon expanded to produce aprons, slippers and baby pants under the Playtex brand name.

In the 1940s, P.H. Hanes Knitting Co. supplied underwear to the servicemen in World War II, while the Hanes Hosiery operations were shut down to supply the U.S. military with nylon for parachutes and other equipment.

The reputation of our brands is a priceless and powerful resource.

Our Global Business Standards are about preserving those brands and all that they represent for HBI.

We Have a Responsibility to Our Communities

HBI actively seek opportunities to improve the quality of life in our communities and to improve the environment that sustains us all.

THE LAW

The first and foremost obligation of responsible citizenship is to obey the laws of the countries and communities in which HBI does business. Any case of noncompliance with applicable law may subject the employee to disciplinary action. The fact that in some countries certain standards of conduct are legally prohibited, but these prohibitions are not enforced in practice, or their violation is not subject to public criticism or censure, will not excuse an illegal action by a HBI employee.

COMMUNITY COMMITMENT

HBI is proud of its contribution to the economic and social development of the locations where it has operations. HBI strongly encourages each of its facilities to become actively involved in the life of the community by sponsoring and participating in initiatives for the betterment of the quality of all our lives. The financial support provided by HBI, and the voluntary charitable leadership offered by thousands of HBI employees around the world, illustrate this commitment. No one in the company, however, may pressure another employee to contribute to or participate in a charitable organization.

Hanesbrands Inc. has a long history of supporting the communities in which its employees live and work.

In 2001, we commemorated our 100th anniversary with a \$5 million commitment to improve women and infants' health through the creation of a center for women's health in Winston-Salem (our headquarters).

We're the largest contributor in our home county to United Way.

We also help out by donating our products to local and international non-profits for distribution throughout the world.

In El Salvador, HBI provides not only good jobs, but also clean drinking water and playgrounds for children. In Costa Rica, our employees volunteer their time and donate toys to help orphaned and abandoned children. In Honduras, our employees donate labor and materials for facilities and playgrounds, and raise funds for medication and other services for children infected with HIV/AIDS.

From sending truckloads of apparel to disaster victims to helping build new homes for families – our employees around the world are committed to making their communities a better place to live.

ENVIRONMENT

HBI is committed to protecting the quality of the environment around the world through sound environmental management. HBI will meet or exceed applicable environmental laws and regulations and seeks to reduce waste and minimize the environmental impact of our operations.

HBI strives to continuously improve our environmental performance through resource conservation, waste minimization, water and energy efficiency and effective use of raw materials. We will measure our environmental performance and work to promote environmentally friendly practices.

Employees are expected to comply with all applicable environmental laws, regulations, and HBI policies, and to report any incidents or conditions that might result in an environmental violation or adverse impact. Employees are also encouraged to identify opportunities for improving our environmental performance, including, for example, conservation and recycling.

INDIVIDUAL POLITICAL ACTIVITIES

HBI respects the right of each of its employees to participate in the political process and to engage in political activities of his or her choosing. While involved in their personal civic and political affairs, however, employees must at all times make clear that their views and actions are their own and not those of HBI. Employees may not use HBI resources to support their personal choice of political parties, causes, or candidates.

CORPORATE POLITICAL ACTIVITIES/FOREIGN CORRUPT PRACTICES ACT

U.S. law generally prohibits corporate contributions of any kind to a candidate, political party or political committee in connection with a U.S. federal election. Moreover, it is the policy of HBI not to make financial or in kind political contributions, even when permitted by law.

Lobbying activity on behalf of the interests of HBI is permissible, but highly regulated by law. Employees who communicate with government employees and officials on issues that affect HBI must contact the General Counsel to ensure that such activities fully comply with the law and that HBI's lobbying efforts are coordinated.

Outside the U.S., HBI will honor local laws and applicable U.S. laws, including the Foreign Corrupt Practices Act ("FCPA"). Generally speaking, the FCPA prohibits HBI from directly or indirectly offering, promising to pay or authorizing the payment of money or anything of value to foreign government officials, parties, or candidates for the purpose of influencing the acts or decisions of foreign officials. Not all payments to government officials are illegal, but FCPA rules are complex. The Legal, Compliance & Risk Management Department and HBI's policy on FCPA compliance must be consulted in advance of any payment to a foreign official.

HBI must also be careful that its agents do not offer, promise or authorize prohibited payments. Where appropriate, agents should sign a written contract that includes a statement that the agent will not make payments prohibited by the FCPA or local law, and employees must be vigilant to ensure they abide by the law. Willful ignorance is not an excuse acceptable to HBI or the U.S. legal system.

GOVERNMENT REQUESTS

HBI cooperates with every reasonable request from government agencies and authorities. HBI is entitled to all of the safeguards provided by law to a person being investigated, including representation by legal counsel from the very beginning of the investigation. All requests for information other than what is provided on a routine basis should therefore be reported to the Legal, Compliance & Risk Management Department immediately. The Legal, Compliance & Risk Management Department's guidance should be received before responding to any such request.

All information provided should be truthful and accurate. Never mislead any investigator and never alter or destroy documents or records in response to an investigation.

“Our vendors and suppliers are required to adhere to the same ethical standards as Hanesbrands Inc. Because of this relationship, they really trust us as a client and have respect for us as a company.”

*Organizational Development Leader
Caribbean Operations*

INTERNATIONAL TRADE REGULATIONS

Many laws govern the conduct of trade across borders. Among these are laws:

- to make sure that transactions are not being used for money laundering;
- to ensure that companies do not cooperate in any way with unsanctioned boycotts; and
- restricting trade with certain countries.

Always consult the Legal, Compliance & Risk Management Department before initiating business in a country new to HBI. Any employee who has a concern about these or other international trade issues is responsible for consulting with the Legal, Compliance & Risk Management Department before any potentially illegal acts have taken place.

Resources

Your conscience, your manager, and the Global Business Standards are the best resources to make better decisions. You also have many other resources.

POLICIES

HBI has many policies that may impact your job. Listed below are several of the most commonly referenced policies. All of them may be accessed through HBI Zone.

Finance Policies

Global Environmental Policy Statement

Global Standards for Suppliers

Human Resources Policies

Information Technology Policies

Legal Policies

PEOPLE

Supervisor

Manager

Human Resources

Internal Audit

Legal, Compliance & Risk Management Department

Safety Coordinators

Environmental Coordinators

Quality Coordinators and Inspectors

Employee Assistance Programs (EAP)

HBI Corporation Business Practices Officer

Email at: Business.Practices@Hanesbrands.com

Website: www.HBIResourceLine.com

888-303-7525 (available toll-free outside the U.S.
using the local AT&T Direct access number)

Extra copies of the Global Business Standards may be obtained from the HBI Business Practices Officer in Winston-Salem.

Phone numbers

Direct Access numbers can change at any time with no warning from AT&T.

The codes can be found on AT&T's website at: <http://www.usa.att.com/traveler/index.jsp>

COUNTRY	DIALING NUMBER	ACCESS CODE (TO BE DIALED FIRST)
<i>Argentina</i>	0800-666-0118	
<i>Bangladesh</i>	800-358-3165	157-0011
<i>Brazil</i>	0800-891-4008	
<i>Canada</i>	1-888-303-7522	
<i>China (North)</i>	10-800-711-0679	
<i>China (South)</i>	10-800-110-0620	
<i>Colombia</i>	800-358-3161	01-800-911-0010
<i>Costa Rica</i>	0800-0110855	
<i>Dominican Rep.</i>	1-877-788-0264	
<i>El Salvador</i>	800-6298	
<i>Germany</i>	0800-182-3729	
<i>Guatemala</i>	800-361-1645	999-9190 for calling from outside of Guatemala City 138-126 for calling from Guatemala City
<i>Honduras</i>	888-788-0051	800 0 123
<i>Hong Kong</i>	800-964872	
<i>India</i>	888-788-0060	000-117
<i>Indonesia</i>	800-358-3154	001-801-10
<i>Japan</i>	00531-11-3905 0044-22-11-2575 0034-800-900079	
<i>Mexico</i>	001-888-749-3961	
<i>Panama</i>	001-888-616-7422	
<i>Philippines</i>	1-800-1-111-0125	
<i>Puerto Rico</i>	1-888-303-7522	
<i>Thailand</i>	001-800-11-004-9243	
<i>Turkey</i>	888-788-0061	00-800-122-77
<i>United States</i>	1-888-303-7522	