

# ANN TAYLOR

## HUMAN RIGHTS COMPLIANCE PROGRAM

### ANN TAYLOR'S GLOBAL SUPPLIER PRINCIPLES AND GUIDELINES

Ann Taylor is committed to providing superior quality merchandise and service to our clients. As a part of our corporate culture and values, we strongly believe that the quality of our merchandise begins with the quality of the people behind those products. To uphold this belief, we have adopted Ann Taylor's Global Supplier Principles and Guidelines. We are committed to these labor standards and to aligning ourselves only with suppliers that share this commitment.

While Ann Taylor recognizes that there are different legal and cultural environments in which our suppliers operate throughout the world, these Principles and Guidelines set forth the minimum requirements all suppliers must meet in order to do business with us. Accordingly, we expect our suppliers to:

- Sign and return a copy of our Global Supplier Principles and Guidelines annually
- Permit periodic monitoring to assess and ensure adherence to standards

If we find that a supplier is not in compliance with any of these Principles and Guidelines, we will require immediate corrective action.

#### LAWS AND REGULATIONS

Ann Taylor Suppliers must operate in full compliance with all applicable laws and regulations of the countries in which they operate.

#### NO DISCRIMINATION

While Ann Taylor recognizes and respects cultural differences, we believe that workers should not be discriminated against by any of our Suppliers on the basis of personal characteristics or beliefs, such as age, race, color, nationality, gender, religion, marital status, sexual preference, or political beliefs. Ann Taylor suppliers must not discriminate in hiring, compensation, benefits, advancement, discipline, termination or other employment practices.

#### NO HARASSMENT

Ann Taylor Suppliers must treat all workers with respect and dignity. No worker will be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Suppliers will not use monetary fines as a disciplinary practice.

#### NO FORCED LABOR

Ann Taylor Suppliers must not use involuntary or forced labor, whether indentured, bonded, prison or otherwise.

#### NO CHILD LABOR

Workers must not be under the age of 15 (or 14 where the local law allows such exceptions consistent with the International Labor Organization guidelines). If the minimum working age or age for completing compulsory education in the country of manufacture is older than 15, then the workers must be at least such older age.

#### WAGES AND BENEFITS

Ann Taylor Suppliers must compensate workers fairly by complying with the minimum wages and benefits required by local law or the local industry standard—whichever is higher. Workers must also be paid for overtime hours at the premium rate legally required in the country of manufacture. In those countries where such laws do not exist, employees must be compensated for overtime at a rate at least equal to their hourly compensation rate.

#### WORK HOURS

Workers shall not be required to work more than 60 hours per week, including overtime, on a regularly scheduled basis. Ann Taylor Suppliers must ensure that their workers are not penalized or dismissed for refusing to work more than the limits on regular and overtime hours allowed by local laws and regulations. Workers are entitled to at least one day off in every seven-day period.

#### FREEDOM OF ASSOCIATION

Workers should be free to join organizations of their own choosing, and to refrain from joining organizations if that is their wish. Suppliers must not threaten or penalize workers for their efforts to organize or bargain collectively where permitted by the laws of the country of manufacture, nor may they discriminate against workers as a result of any such organization affiliation.

#### WORKING CONDITIONS

Suppliers must provide their employees with a safe, healthy and clean workplace, designed to prevent accidents and injuries arising out of or occurring during the course of work. Factories must comply with all applicable laws of the countries in which they operate regarding work environment, sanitation and risk protection. Suppliers providing employee housing must ensure clean, safe and adequate sleeping quarters, bathing and toilet facilities.

#### ENVIRONMENTAL STANDARDS

We strive to do business with Suppliers who share our concern for and commitment to preserving the environment. At a minimum, Suppliers must comply with all applicable local environmental laws and regulations where they do business.

#### NO SUB-CONTRACTING WITHOUT PRIOR APPROVAL

Ann Taylor Suppliers must not engage any sub-contractor to perform any work for Ann Taylor products or components without Ann Taylor's written approval, and only after the sub-contractor has agreed to comply with these Principles and Guidelines.

#### COMMUNICATION

Ann Taylor Suppliers must communicate these Principles and Guidelines and the provisions thereof to workers and supervisors.

#### MONITORING AND COMPLIANCE

Ann Taylor will undertake affirmative measures, such as announced and unannounced on-site inspections of production facilities, to monitor compliance with these Principles and Guidelines. Ann Taylor Suppliers must maintain on-site documentation necessary to demonstrate compliance with the code and allow Ann Taylor's representatives full access to production facilities, worker records and workers for confidential interviews in connection with monitoring visits. Ann Taylor Suppliers are expected to take necessary corrective actions to promptly remediate any noncompliance. Ann Taylor reserves the right to terminate its business relationship with any Supplier who is unwilling to comply with these Principles and Guidelines.

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