EXPRESS
Supplier Code of Conduct

Express requires all suppliers and subcontractors to fully comply with the following Code of Conduct:

1. Compliance with Laws
   Compliance with all laws, rules, and regulations.

2. Minimum Wages and Benefits
   Payment to workers of the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher; provision to workers of benefits that conform to the better of applicable local law or prevailing local industry standards; and payment to workers of overtime compensation in compliance with all applicable laws.

3. Maximum Working Hours
   Overtime shall be limited to a level consistent with humane and productive working conditions. Workers shall not be required, on a regularly scheduled basis, to work in excess of sixty hours (or lower if prescribed by local laws or local industry standards) per week; and, generally, workers shall be provided with at least one day off in seven.

4. No Forced Labor
   Prison, indentured, bonded, involuntary, slave labor, or labor obtained through human trafficking shall not be used.

5. No Child Labor
   All workers shall be at least the local minimum legal working age, or ILO standard, whichever is higher.

6. Health and Safety
   The work environment shall be safe and healthy.

7. Nondiscrimination
   Workers shall be selected only on the basis of their ability to do the job and not on the basis of other personal characteristics or beliefs.

8. No Corporal Punishment
   Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers.

9. Freedom of Association
   The lawful exercise of workers' rights of free association shall be respected and not restricted or interfered in, and workers lawfully exercising those rights shall not be threatened or penalized.

10. Anti-Corruption/Anti-Bribery
    Suppliers must comply with all applicable anti-corruption and anti-bribery laws, rules and regulations and anti-bribery policies and requirements established by Express.

11. Environment
    Suppliers must comply with all applicable environmental laws and regulations.

12. Community Involvement
    Projects undertaken in partnership with community groups or local or international non-governmental organizations (NGOs), particularly those that address educational opportunities for younger people employed in production facilities, shall be encouraged and supported.

13. Access
    For the purpose of monitoring compliance with our policies, Express and its subcontractors and agents shall be given unrestricted access to all production facilities and dormitories and to all relevant records, whether or not notice is provided in advance.

14. Subcontracting
    Express does not allow unauthorized subcontracting. A formal request must be submitted to Express for approval should a supplier require subcontracting.