

Supplier Code of Conduct

Introduction and Applicability

Hollister Incorporated and its subsidiaries globally (collectively, Hollister) is dedicated to its mission to make life more rewarding and dignified for the people who use its products and services. Hollister is also committed to conducting business ethically and in accordance with applicable law and industry standards.

Hollister expects its business partners, including all suppliers of goods and services (collectively, Suppliers) to share those values and to act accordingly.

This Supplier Code of Conduct (Code) reflects internationally accepted standards of social and environmental responsibility in addition to high expectations for legal and ethical business behavior. This Code outlines Hollister expectations and requirements; any failure to comply with these requirements may jeopardize a Supplier's relationship with Hollister.

Complying with this Code, applicable law, regulations, rules and standards is an important part of ensuring sustainable mutual success.

Hollister recognizes that our Suppliers face unique cultural, legal and regulatory requirements and we expect all Suppliers to comply with the legal and regulatory requirements of the countries in which they operate as well as with any applicable U.S. law and regulation. In instances where this Code requires Suppliers to operate to a higher standard than what is required by local law, Suppliers must comply with this Code. If compliance with this Code might violate or conflict with local laws and/or regulations, Suppliers must promptly notify Hollister and explain how they intend to operate in a responsible manner. Suppliers are responsible to ensure their sub-contractors and business partners act in a manner consistent with this Code.

Hollister may ask each Supplier to acknowledge receipt of this Code and may require periodic certifications of compliance with this Code.

Supplier Requirements

Ethical and Lawful Business Practices

Suppliers must act with integrity in compliance with all applicable laws, regulations, rules, and industry standards, including but not limited to:

- Suppliers must never, even through third parties, accept or offer bribes or kickbacks to obtain or gain a business advantage; rather, Suppliers must comply fully with all applicable anticorruption laws including the UK Bribery Act and the US Foreign Corrupt Practices Act.
- Suppliers must abide by all applicable fair competition and antitrust laws.
- Suppliers must ensure that all information regarding a Supplier's products and services is accurate and truthful.
- Suppliers must adhere to applicable specifications and quality agreements, as well as that required by all applicable law and regulations.
- Suppliers must comply with all applicable international trade requirements, import and export laws and sanctions.
- Suppliers must ensure the protection of Hollister's confidential information and intellectual property. Supplier cannot disclose any confidential Hollister information without express written permission from Hollister.
- Supplier must comply with all applicable data protection and privacy laws. In addition, upon request by Hollister, Supplier must complete data surveys and provide other documents as necessary to assist with Hollister's compliance with applicable data protection and privacy laws.
- Supplier must disclose to Hollister any potential conflicts of interest. A conflict of interest may exist when personal or business interests could affect or create an appearance of affecting the ability to act in the best interest of Hollister.
- Suppliers may not provide any illegal or inappropriate gifts, entertainment or other benefits to any Hollister Associate; these items are not necessary because Hollister evaluates Suppliers based on fair and objective standards only.
- Suppliers must maintain accurate books and records, and upon request by Hollister, must make them available to demonstrate compliance with applicable laws and this Code.

Labor and Human Rights

Suppliers must respect the dignity and human rights of those associated with, and impacted by, their operations.

At a minimum, this requires compliance with all applicable laws, regulations, rules and standards regarding labor rights, employment practices and working hours and conditions, including but not limited to:

- Suppliers shall comply with employment laws, and responsibly recruit and utilize workers or staff who are legally authorized to work, and who do so freely and voluntarily.
- Suppliers shall not engage in or support any form of human slavery or trafficking.
- Suppliers shall not use child labor in violation of any applicable law establishing a minimum employment age.
- Suppliers shall comply with applicable wage and benefit laws and any collectively bargained agreements.
- Suppliers shall permit workers to associate freely, to join or not join labor unions or workers councils.
- Suppliers shall not subject their workers to illegal abusive, hostile, offensive or unwelcome behavior in the workplace.
- Suppliers shall not harass or unlawfully discriminate against current or prospective workers.
- Suppliers shall provide a safe, healthy and secure working environment, complying with all applicable health and safety laws and regulations.

Environmental Stewardship and Sustainability

Suppliers shall operate in an environmentally responsible and efficient manner to minimize the adverse impact of their operations and business on the environment and endeavor to minimize Hollister's environmental impact.

At a minimum, this requires:

- Suppliers shall comply with all applicable environmental laws and regulations, including obtaining and complying with applicable environmental permits and authorizations, such as those relating to pollution prevention, management of emissions, hazardous substances, waste water and solid waste, and applicable product stewardship regulations that restrict the use of, and require disclosure of, hazardous substances.
- Suppliers shall strive to reduce or eliminate waste and conserve the natural resources used in their operations, such as water and energy.

Compliance with this Code

Compliance with this Code is a condition of doing business with Hollister. The minimum requirements set forth herein apply throughout each Supplier's supply chain.

Suppliers must require that their own suppliers, their parent companies, subsidiaries, sub-contractors, business partners, consultants and any other parties that support Supplier's business activities with Hollister, have implemented and shall comply with requirements that meet or exceed the requirements set forth herein. If Supplier identifies an instance of non-compliance with this Code, Supplier shall promptly notify Hollister.

Verification of Compliance with this Code

Hollister reserves the right to take affirmative measures such as audits, assessments or inspections to verify compliance with this Code.

- Suppliers shall maintain documentation and reasonably cooperate with Hollister to demonstrate their compliance and provide such documentation to Hollister upon request.
- Occasionally, Hollister may need to conduct a Supplier Audit for the purpose of verifying Supplier's compliance with this Code. For the Audit, Suppliers shall allow Hollister, in the presence of Supplier, access to relevant Supplier facilities, documents, records and personnel to verify and document Supplier's compliance with this Code.
- Supplier shall reasonably cooperate with Hollister to remediate any identified issues regarding Supplier's compliance with this Code.

Conclusion

Each day, Hollister works to demonstrate a commitment to integrity and ethical behavior; that is how it fulfills its mission to make life more rewarding and dignified for the people who use its products and services. The Hollister Incorporated Supplier Code of Conduct formalizes the Company's expectation that its Suppliers share that commitment and act accordingly.