

## **Vendor Code of Conduct**

Belk is committed to all the legal compliances and ethical business practices in all the countries in which we do business. Belk demands the same commitment from each of our suppliers which manufacture private label goods, by their agreement to the terms of the Belk Code of Conduct which states that we will not knowingly allow importation to the United States of or knowingly accept private label merchandise that:

- Does not have accurate country-of-origin label
- Was manufactured with convict, forced or indentured labor;
- Was manufactured with illegal child labor;
- Was manufactured in violation of any other applicable labor, workplace safety or environmental law or regulation;
- Does not provide wages and benefits that comply with applicable law or match the prevailing local manufacturing or industry practices, whichever is higher;
- Does not provide workers with clean, safe and healthy work environments;
- Ensures that each of their respective contractors, subcontractors, or suppliers provides labor and/or materials adhere to the guidelines outlined in the Belk Code of Conduct

If one of our private label suppliers or their contractors fails to adhere to the Belk Code of Conduct, Belk may take one or more of the following actions:

- Cancel outstanding orders;
- Suspend current business activities until Belk is assured the supplier or its contractor has taken the steps necessary to prevent future violations;
- Terminate the relationship with the supplier;
- Report illegal activity to the appropriate legal authorities

Belk also requires specific quality standards of our private label goods. In addition, we also ensure that all private label goods are manufactured in accordance with all the state and federal rules, bans and regulations.

Quality Assurance – All exclusive private label products:

- Must pass a high level garment testing by an independent 3<sup>rd</sup> party
- Must be inspected before they can be shipped to our stores or warehouses. This inspection is performed by trained Quality Control Auditors who determine if the merchandise meets the Belk quality standard.

Safety Standards – All Children's products sold by Belk:

- Must comply with the applicable government and industry bans, laws, codes and requirements
- Must meet or exceed what is required by CPSIA (Consumer Product Safety Improvement Act)
- Must provide documentation from an independent 3<sup>rd</sup> party testing, validating the quality to our stores. This testing ensures the absence of potential health and safety concerns including lead, small parts, sharp edges, flammability and other banned or hazardous substances (including phthalates, bisphenol-a).