



Private Brands Belk International Vendor Requirements

Updated October 27, 2023

Formerly known as Belk Vendor Guide, Best Belk Plan

Note: These vendor requirements must be followed by those vendors who are supplying merchandise to Belk, and Belk is acting as the Importer of Record.

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To Belk International suppliers:

You have been selected as a supplier for Belk's exclusive Private Brands. Belk International acts as the importer of record (IOR) for purchase orders that are placed with international suppliers, either directly or through an agent. As the importer of record, Belk International is responsible for U.S. Customs and Border Protection requirements. Belk International also manages direct steamship line contracts used for the movement of merchandise to the U.S. By acknowledging receipt of the Belk Private Brands International Vendor Business Requirements, the vendor is agreeing to prepare and ship purchase orders according to the guidelines described herein.

Belk has provided this guide to you so that you may understand all of Belk's standards, processes and requirements. Please share this guide with all teams in your organization that support the development, manufacturing and shipping of Belk's Private Brands. It is Belk's mission to provide our customers with private brand merchandise that is of highest quality and value. It is critical that the requirements within this guide are followed by all of Belk's suppliers so that Belk can continue to provide our customers with the best possible retail experience. Belk's success in doing this is dependent on you and we recognize, appreciate, and greatly value your partnership.

Regards,

The Belk Global Trade and Customs Compliance Team



Belk International Vendor Business Requirements Change Log

CHANGE	DATE	Section
Clarification to Carton/prepack description	1/29/18	6.1
Restricted Countries of Origin	7/9/2018	2.2.5
Declaration and Required Signature	7/9/2018	2.2.6
California Prop 65	7/9/2018	2.7
Purchase Order Terms and Conditions	7/9/2018	3.3
Private Brand Color, TO, & QA Contact Information	7/9/2018	5.1
Change to Purchase Order Overage/Shortage policy	11/30/18	3.2
Sampling and Testing Costs	11/30/18	5.1
Late Booking Chargeback	11/30/18	7.1
Belk Reserves the right to Cancel Statement	7/1/18	7.1
Late Shipment from MCS Statement	7/1/18	7.1
Air/Sea Difference Statement	7/1/18	7.1
Belk International Allows -5% Shortages and 0% Overages	7/1/18	6.9, 6.4
Revised Hanger Requirements	11/15/19	Appendix D
Insurance	7/31/20	2.9
Vendor Booking Process/Chargeback Table	9/10/20	6.4, 7.1
Update contact in Section 5.3	10/28/2020	5.3
Revised Insurance – 2 nd and 3 rd bullets	11/17/2020	2.9
RFID	12/11/2020	5.7
Carton Dimensions	1/25/2021	6.2
Update Sections 1.1 & 1.4, Forced Labor, Restricted Countries of Production, Force Majeure 4 th bullet & Appendix A, Section 3, Section 5.1, eCommerce Reshippable Packaging Dimensions, RFID Chart II, chargeback and charge rate & Appendix G	5/17/2021	1.1, 1.4, 2.2.1, 2.2.5, 3.3, Appendix A, 5.1, 5.6.2, 5.7.4, 7.1, Appendix G
Revise chargeback rate	8/4/2021	7.1
Add RFID placement guidelines in Soft Home and Hard Home	8/19/2021	5.7.4
Update section 5.3 Hanger Requirements, Update Appendix D, Add Appendix H	8/24/2021	5.3 Appendix D, Appendix H
Update section 5.7 RFID Requirements, Add Appendix I	10/26/2021	5.7, Appendix I
Update section 7.1 Chargeback Table	01/07/2022	7.1
Update section 5.1 Product Testing and Final Inspection Protocols	04/12/2022	5.1
Update section 7.1 Chargeback Table	05/26/2022	7.1
Update Maersk/Damco on Section 1.2, 5.7.4, 6.4, 6.7, 9.1 & Appendix J	06/30/2022	1.2, 5.7.4, 6.4, 6.7, 9.1 & Appendix J
Update all of Section 2	08/12/2022	2
Update Section 7.1 Chargeback table	09/20/2022	7.1
Update Section 5.1 & 7.1	12/15/2022	5.1 & 7.1
Update Section 7.1	01/27/2023	7.1



Update Section 7.1	09/19/2023	7.1
Update Section 7.1	10/27/2023	7.1



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Section One: Vendor Information

1.1 New Vendor Onboarding

For new vendor onboarding questions, please email direct_vendor@belk.com or GTCC@belk.com

Direct Suppliers, as well as Buying Agencies, must complete the following in order to successfully partner with Belk International Private Brands:

- Complete and Vendor/Factory Profile Please see **APPENDIX C VENDOR/FACTORY PROFILE**
- Review all requirements of this document, Private Brands Belk International Vendor Business Requirements
- Provide factory assessment and equipment profile for all factories that will produce Belk Private Brands merchandise
- Provide factory names and addresses of all factories that will produce Belk Private Brands merchandise

1.2 Avery Dennison Infochain Express (ICE) or Maersk LNS

All suppliers must register with Avery Dennison to receive Belk International POs regardless of the which company you choose for labels. Avery Dennison ICE will be the only way a supplier will receive electronic copies of Belk POs. Please register with Avery Dennison ICE team immediately per the contact below well in advance of expected purchase order receipt.

Separate from receiving POs, suppliers also must procure UCC-128 labels from either Avery Dennison ICE or Maersk LNS. The supplier may choose which company to use for UCC-128 labels. Suppliers should register with Avery ICE or Maersk LNS, in a timely manner. The creation of UCC 128 carton labels and pre-ASN (EDI856) documents must be done through one of these two companies.

Suppliers should contact either Avery Dennison or Maersk LNS System for pricing, setup, and training.

o Avery Dennison Production: ice_Support@ap.averydennison.com & software.support@ap.averydennison.com

o Avery Dennison America Production: ice_help.framingham@averydennison.com

o Maersk LNS vendor is to contact the respective Origin Maersk Origin office for information and costing.

1.3 Bamboo Rose Product Lifecycle Management

All suppliers must purchase a license to Belk's Product Lifecycle Management (PLM) software which is hosted by Bamboo Rose. All style information, offers to bid on product, technical specifications and purchase order information can be found in PLM. Please email direct_vendor@belk.com to receive additional information on PLM licenses and how to obtain.

1.4 Vendor Information

Belk should be notified of any changes in company information including company name, address, change in shipping points, or any other pertinent information in order to keep systems and records up to-date. Please email all company changes to GTCC@belk.com. If any changes are due to merging, being sold, being acquired, declaring Chapter 11, or going out of business, the changes must be communicated



to Belk in writing on company letterhead and signed by a senior officer. The signed letter can be sent as a PDF to GTCC@belk.com. The following information must be included in correspondence:

- Old parent company name and new parent company name
- Old company address and new company address
- Description of change (e.g., merger, etc.)
- Effective date of change

Section Two: Supplier Terms and Conditions

Belk puts people at the heart of everything we do. We respect international social compliance principles aimed at promoting and protecting human rights and our policies are intended to align with the goals of the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We are committed to ensuring that the people who make our merchandise are treated fairly, with dignity and respect. Belk expects our supplier partners throughout the world to reflect Belk's values, display ethical behavior, and share our commitment to providing safe and healthy workplaces. We require our suppliers to maintain a workplace environment that complies with all applicable laws and regulations and meets universally accepted human rights standards. Our Code of Conduct ("Code of Conduct") sets forth additional details regarding our expectations for suppliers and provides guidance for dealing with Belk, other suppliers, employees, and the public with integrity and in an ethical & appropriate manner.

You have been selected as a supplier for Belk's exclusive Private Brands. Belk International acts as the importer of record (IOR) for purchase orders that are placed with international suppliers, either directly or through an agent. As the importer of record, Belk International is responsible for U.S. Customs and Border Protection requirements. Belk has provided this guide to you so that you may understand all of Belk's standards, processes, and requirements. Please share this guide with all teams in your organization that support the development, manufacturing, and shipping of Belk's Private Brands. It is Belk's mission to provide our customers with private brand merchandise that is of the highest quality and value. It is critical that our suppliers comply with the requirements within this guide so that Belk can continue to provide our customers with the best possible retail experience. Belk's success in doing this is dependent on you and we recognize, appreciate, and greatly value your partnership.

Belk International also manages direct steamship line contracts used for the movement of merchandise to the U.S. By acknowledging receipt of the Belk Private Brands International Vendor Requirements, Supplier is agreeing to prepare and ship purchase orders according to the guidelines described herein.

2.1 New Supplier Onboarding

For new Supplier onboarding questions, please email direct_vendor@belk.com or GTCC@belk.com.

Direct Suppliers, as well as Buying Agencies, must complete the following in order to successfully partner with Belk International Private Brands:

- Complete and submit a Supplier/Factory Profile. Please see Appendix C.
- Review all requirements of this document, Private Brands Belk International Vendor Business Requirements (VBR). Please refer to checklist in Appendix K.
- Provide factory assessment and equipment profile for all factories that will produce Belk Private Brands merchandise.



- Provide factory names and addresses of all factories that will produce Belk Private Brands merchandise.
- Review and submit a signed version of Belk's Anti-Forced Labor Statement.
- Belk International suppliers must get prior approval for a new factory from Belk Sourcing. After approval to move forward from Sourcing, please email GTCC@belk.com for the full complement of required documents.

2.2 Supplier Code of Conduct

2.2.1 Acceptable Standards of Engagement

Belk places a high priority on ethical and legal conduct. We require all our suppliers to read, understand, and comply with our standards of engagement as further described in this Code of Conduct. Additionally, we require our suppliers to ensure all of their suppliers and employees, manufacturers, sellers, subcontractors, agents, and consultants to understand and comply with these expectations.

Suppliers must not engage in offering or accepting compensation of any value (such as gifts (except nominal non-cash value gifts valued at less than \$75), favors, discounts, services, loans, payments, contributions, etc.), either directly or indirectly, to or from any Belk employees, representatives, or agents. Supplier shall also refrain from any unethical business conduct, bribery, fraud, or corruption in violation of any applicable laws or regulations, including with respect to any government or political officials or to obtain improper business influence. Suppliers shall also avoid any action that creates, or appears to create, a conflict of interest with Belk.

2.2.2 Fair Competition

Environmental Project Management

Belk bases its business success on excellent customer service, value for the customer, quality, good faith, and fair dealing. It is never Belk's intent to receive an advantage over competitors in any unethical manner or in ways that would violate applicable laws.

2.2.3 Reporting Fraud or Unethical or Illegal Business Practices

Please report any suspected fraud or unethical or illegal business practices, including questionable accounting or improper use of confidential information or property to: (1) the Belk Excel Line (1-800-622-3986), or (2) GTCC@belk.com. The Excel line is monitored 24 hours, 7 days a week. These concerns may be reported anonymously and will be reviewed confidentially. These policies help ensure relationships of integrity, honesty, and fairness with all Suppliers and business partners.

2.2.4 Subcontracting

Suppliers must email GTCC@belk.com and the VP of Global Sourcing to disclose any proposed subcontractors to Belk and such subcontractors must be approved by Belk in writing prior to Supplier initiating any work/services/production with such subcontractors. Suppliers are prohibited from subcontracting with unapproved and unauthorized suppliers for manufacturing or services provided to Belk and are responsible for ensuring their subcontractors' compliance



with the requirements set forth in these Private Brands Belk International Vendor Requirements.

2.2.5 International Trade Compliance

Suppliers must comply with all applicable international laws relating to the import and export of products and are expected to participate annually in the Company's Customs Trade Partnership Against Terrorism (CTPAT) Security Profile.

2.2.6 Legal and Ethical Standards

Belk expects our Suppliers to observe best practices in the industry and all applicable laws and regulations in the operation and conduct of their business.

2.2.7 Inspection and Compliance

Suppliers authorize Belk and its authorized agents to engage in inspection activities, including, without limitation, audits, at any time to ensure compliance with this Code of Conduct and all applicable laws. Belk or third parties on behalf of Belk may perform such inspection activities with or without prior notice, which may include reviews of applicable books and records as well as private interviews with employees. Suppliers must maintain on-site all documents and records required to confirm compliance with this Code of Conduct. Inspections may take place at the workplace environment, including the manufacturing facility, as well as employer provided housing and related facilities.

2.2.8 Freedom of Association and Collective Bargaining

Suppliers must respect the rights of employees to associate freely, join organizations of their choice, and bargain collectively without unlawful interference, including, without limitation, intimidation, retaliation, or harassment.

2.2.9 Harassment and Abuse

All Suppliers must treat their employees with dignity and respect. Suppliers must not tolerate or use corporal punishment, threats of violence, or other forms of physical, psychological, verbal, or sexual harassment and abuse.

2.2.10 Nondiscrimination

Belk respects cultural differences. Accordingly, Suppliers are not permitted to discriminate in hiring or other employment practices, including, but not limited to, practices with respect to race, color, religion, national origin or ancestry, sex (including gender, pregnancy, sexual orientation, and gender identity), marital status, age, mental or physical disability, genetic information, or any other characteristic protected by applicable laws.

2.2.11 Compensation and Benefits

Suppliers shall comply with all applicable compensation laws and regulations, including those relating to wages, overtime, working hours, piece rates, and benefits. Suppliers shall also comply with applicable laws related to vacation time, leave, and holidays, including providing required rest periods throughout the workday.

2.2.12 Health and Safety

Suppliers must provide employees with a safe and healthy work environment that complies with all applicable laws and regulations where employees are not subject to unsanitary or hazardous



living or working conditions. Employees must have access to potable water and sanitary facilities, and all workplaces must have adequate fire, safety, lighting, and Supplier-provided housing facilities (if provided) shall be in a separate building and shall also be subject to compliance with all applicable laws and regulations for health and safety. Every Supplier must obtain, maintain, and comply with all safety and health permits, including but not limited to, an obligation to ensure building integrity and fire safety with regularly scheduled emergency practice evacuations and frequent inspection of exit doors for proper emergency use.

2.2.13 Child Labor

Belk suppliers are prohibited from the use of child labor. Belk considers a “child” to be an employee younger than the age of 15 (fifteen) or the compulsory age to be in school, whichever is older. Our suppliers must also observe all legal requirements for work of authorized minors, including those pertaining to hours of work, wages, and working conditions. Suppliers may utilize legitimate workplace apprenticeship programs that comply with all applicable laws and regulations.

2.2.14 Forced and Involuntary Labor

Belk suppliers are prohibited from using forced or involuntary labor, including prisoners, bonded labor, labor acquired through slavery or human trafficking, or indentured workers in connection with purchasing materials, production, or finishing any products furnished to Belk. Additionally, suppliers are required to review and submit a signed version of Belk’s Anti-Forced Labor Statement as set forth in Appendix L.

2.2.15 Management Systems

Suppliers shall implement appropriate management systems to ensure compliance with this Code of Conduct. All employees shall have access to this Code of Conduct in their local dialect and it shall be posted in a readily accessible area to employees in Supplier’s facilities. Upon employment, as part of worker orientation, the Code of Conduct shall be presented to employees and explained to them. Supplier’s management is responsible for the implementation of this Code of Conduct, including a periodical review of the Code of Conduct with all employees and any worker concerns regarding non-compliance with this Code of Conduct.

2.3 Sustainability

2.3.1 Conflict Minerals

Suppliers shall not make use of any conflict minerals, including forms of gold, tin, tantalum, or tungsten mined in the Democratic Republic of Congo (DRC) or its neighboring countries. Belk may request that suppliers provide written evidence of this due diligence documentation, including formal certifications and policies.

2.3.2 Environment

Suppliers must conduct their operations in compliance with applicable environmental laws and best practices. Suppliers will maintain and acquire legally required environmental licenses and permits for its operations. Suppliers shall also strive to operate and source product in a manner that minimizes environmental impacts on their local communities and globally shared resources.



2.3.3 Chemicals and Hazardous Materials

Supplier shall ensure compliance with applicable laws and regulations relating to chemicals and hazardous materials, including proper storage and disposal. Supplier shall train its employees on the safe handling of chemicals and hazardous materials and have proper plans in place in the case of an emergency.

2.3.4 Fire Prevention

Supplier shall ensure compliance with applicable laws and regulations relating to fire protection including fire classification, reporting, and inspections by the fire authorities. Supplier must document any fires and serious incidents that can cause a fire, including corrective and preventive actions. All employees shall be made aware of basic safety issues before starting work. Emergency exits and routes shall ensure a fast and safe evacuation of all employees. Supplier shall, as a minimum, have two independent emergency exits per working area and ensure all emergency exits and access routes are free from obstruction. All emergency exits and routes shall be marked with luminescent or illuminated signs and shall be visible from the main aisles. There must be an independent and functioning evacuation alarm with continuous sound to notify all employees about an emergency situation and to ensure a fast and safe evacuation of the facility(s). The alarm shall be able to be manually activated and shall after activation evoke a continuous signal by itself. The alarm button shall be clearly marked and function also during power-outages. Supplier shall perform evacuation drills at least once in every 12 months. These drills shall involve all shifts and departments and as many employees as possible. In case of an evacuation, Supplier shall ensure that designated persons are responsible for performing a head count to ensure all employees have evacuated the building. Records of evacuation drills shall be maintained.

2.3.5 Textile Wool and Fur Acts

Suppliers shall comply with the Textile Fiber Products Identification Act, Wool Products Labeling Act, Fur Products Labeling Act, and all rules and regulations promulgated thereunder with respect to all textile fiber, wool, or fur products provided to Belk.

2.4 Required Customs Compliance

Suppliers must adhere to the Belk Code of Conduct at all times. Failure to comply with this Code of Conduct may result in Belk cancelling purchase orders/contracts, suspending or terminating a business relationship with Supplier, or taking other actions as deemed necessary by Belk in its sole discretion until Supplier has remediated any instances of noncompliance.

2.4.1 Restricted Country of Origins

No orders may be placed with product manufactured in the below listed countries without explicit written approval from Belk's Global Trade and Customs Compliance (GTCC). Please contact GTCC@belk.com if you have current production or future plans to produce in these restricted countries.



AFGHANISTAN	CHAD	GABON	MALAYSIA	SOUTH SUDAN
ALGERIA	CHINA, PEOPLE'S REPUBLIC OF	GUINEA	MALI	SYRIA
ANTIGUA AND BARBUDA	COMOROS	GUINEA-BISSAU	MAURITANIA	TONGA
ARUBA	CONGO, DEMOCRATIC REPUBLIC OF THE	HAITI	NICARAGUA	TRINIDAD AND TOBAGO
BELARUS	CUBA	HONG KONG	PALAU	TURKMENISTAN
BHUTAN	CURACAO	INDONESIA	PAPUA NEW GUINEA	VENEZUELA
BRUNEI	DIJIBOUTI	IRAN	RUSSIA	VIETNAM
BULGARIA	EL SALVADOR	KOREA, DEMOCRATIC PEOPLE'S REPUBLIC OF	SAINT LUCIA	YEMEN
BURKINA FASO	EQUATORIAL GUINEA	KUWAIT	SENEGAL	ZAMBIA
BURMA	ERITREA	LIBYA	SERBIA	ZIMBABWE
CAMBODIA	ESWATINI	MACAU	SAINT MAARTEN	
CAMEROON	ETHIOPIA	MADAGASCAR	SOUTH AFRICA	

2.5 Audit Requirements

2.5.1 Social Compliance

Every factory must have a valid annual Social Compliance Audit (conducted within 1 year) report on file with Belk's Global Trade and Customs Compliance. If no audit is available, one must be scheduled. Belk partners with Intertek to conduct the Workplace Conditions Assessment (WCA). The cost of the audit is to be paid by the Supplier. Failure to comply with this requirement will cause the factory to be ineligible for Belk production.

2.5.2 Security Compliance

Every factory must have a valid (conducted within 1 year) Security Audit on file with Belk's Global Trade and Customs Compliance. If not, a Global Security Verification (GSV) must be scheduled with Intertek. In addition, each factory must complete a Belk (CTPAT) Security Questionnaire. This will be provided to you by Belk's Supplier Onboarding team.

2.6 Confidentiality

Belk has developed certain confidential and proprietary information, including but not limited to, trademarks, patentable inventions, financial statements, financing documents, business plans, trade secrets, new products, copyrights, and computer software, documentation, specifications, and other non-public confidential information disclosed or furnished to Suppliers (regardless of medium or format of such information). The Supplier agrees not to disseminate Belk confidential information to anyone except its employees and consultants who are directly involved in this Supplier/retailer relationship. The Supplier agrees to hold any employee or consultant to whom Belk confidential information is transmitted to be bound to the same obligations of secrecy and confidentiality that the Supplier is bound and remains responsible for such individual's compliance with the confidentiality obligations set forth herein.

2.7 Disposition and Merchandise

Disposition of Belk Private Brand merchandise is prohibited without prior written approval from Belk and Supplier may not under any circumstances sell any Belk Private Brand merchandise without express written consent from Belk. Failure to comply can subject Supplier to liability for trademark infringement and other legal action and Supplier shall be liable for all costs, expenses, losses, and damages suffered by Belk and its affiliated entities as a result of such prohibited disposition. Belk reserves the right to take



all action deemed necessary to recoup such damages. The required Belk form for authorized disposition of Belk Private Brand merchandise can be requested from the VP of Global Sourcing. All Belk disposition forms must be signed and returned with copy to Belk's legal department before Supplier can properly dispose of any Belk Private Brand merchandise.

2.8 Supplier Compliance

- California's Proposition 65 (also known as the Safe Drinking Water and Toxic Enforcement Act of 1986) requires businesses to give a "clear and reasonable warning" to individuals in the state before knowingly and intentionally exposing those individuals to significant levels of a chemical on the state's list of chemicals known to cause cancer, birth defects, or other reproductive harm. There are currently over 900 chemicals listed under Proposition 65. Belk will not knowingly sell Belk Private Label merchandise to California that contain Proposition 65 listed chemicals in an amount that requires a warning. Accordingly, Belk will not accept any private label products that are not tested for compliance with Proposition 65. Inspection, approval, or assistance by Belk does not relieve you from your obligation to comply with Proposition 65 and your duty to defend, indemnify, and hold harmless Belk if the compliance of your products is challenged. Please direct any inquiries regarding this issue to [Quality Assurance and Product Integrity@Belk.com](mailto:Quality_Assurance_and_Product_Integrity@Belk.com).
- Merchandise, including its advertising, labeling, branding, packaging, manufacture, delivery, and sale, conforms to all applicable state, federal, and local laws, and regulations, and may lawfully be sold in all jurisdictions in which Belk operates its stores.
- If applicable to the merchandise, Supplier will: (i) comply with all certification, testing, and other product safety requirements, including furnishing any General Conformity Certificate or Certificate of Conformity ("Certificate") required by the Consumer Product Safety Act of 2008 and complying with any reasonable audit request from Belk; and (ii) maintain a continuing guaranty with the Federal Trade Commission or the Consumer Products Safety Commission, as applicable, in such form as may be required from time to time by applicable rules and regulations. Supplier hereby represents that it will furnish or provide such Certificates to Supplier as to all merchandise (and will comply with any reasonable audit of Belk) upon receipt.
- Supplier represents that it complies and shall remain in full compliance with the Foreign Corrupt Practices Act and all similar anti-corruption laws in any and all relevant jurisdictions, which generally prohibit giving money or anything of value to foreign government officials, foreign political parties, or foreign political candidates for the purpose of influencing a foreign government. This includes giving improper payments to intermediaries of such individuals, such as sales representatives. Supplier further represents that it complies with all applicable federal, state, local and international laws relating to the manufacture and production of products sold to Belk, including compliance with all applicable laws relating to labor compensation, working conditions, child, slave, prison or forced labor, environmental protection, product safety, and similar obligations.

Supplier represents that it complies with all U.S. export controls and trade sanctions, that it is not subject to any sanctions administered by the Office of Foreign Assets Control of the U.S. Treasury Department ("OFAC"), and that it will not directly or indirectly use the proceeds of sales to Belk, or lend, contribute or otherwise make available such proceeds, to any subsidiary, joint venture partner or other person or entity, for the purpose of financing the activities of any person or entity subject to any sanctions administered by OFAC.



No product-specific state, federal, or local laws and regulations apply to the sale of the merchandise at the retail level, including but not limited to: purchaser age limits; point of sale or other warnings, labels, or signs; assessment fees on retail pesticide sales, special disposal procedures, or retailer licensing/permitting requirements.

- Supplier shall guarantee that all merchandise ordered has been priced, stamped, labeled, tagged, marked, invoiced, and delivered in full compliance with (i) all applicable international, federal, state, and local government (and all departments, boards, bureaus, and commissions thereof) laws, rules, standards, orders, rulings, rules, guides and regulations, including, but not limited to the Federal Trade Commission Act, the Consumer Product Safety Act, the Transportation Recall Enhancement, Accountability, and Documentation Act, the Textile Fiber Products Identification Act and regulations relating to statement of fiber content of rayon, wool, linens, and other textiles contained in such merchandise, the Wool Products Labeling Act, the Care Labeling Rule, the Fair Packaging and Labeling Act, the Magnusson-Moss Warranty Act, the Federal Hazardous Substances Act, the Poison Prevention Packaging Act, the Radiation Control for Health and Safety Act, the Food, Drug and Cosmetics Act, California Proposition 65, and the Fur Products Labeling Act, and (ii) the laws, regulations and rules of all countries in which merchandise is produced or delivered. Supplier shall provide to Belk any information that is required to be displayed in order to comply with laws applicable to eCommerce sales of the merchandise [including but not limited to any California Proposition 65 warnings].
- Guarantee that all merchandise ordered has been or will be manufactured, compounded, or produced in full compliance with (i) all applicable federal, state, and local government laws, rules, and regulations, specifically including, without limitation, all applicable minimum wage, overtime, and child labor laws, rules, and regulations and (ii) the Belk Private Brands Code of Conduct.
- Merchandise has not been subject to any voluntary or involuntary recall or other corrective action by any government agency or regulatory body. Supplier shall promptly inform Belk of any recall or other corrective action undertaken after the merchandise is delivered to Belk, as far in advance of such corrective action as practicable, but in no case less than 5 days before any press release or other public announcement.
- If an order is cancelled or returned for any reason, all Belk price stickers and/or hangtags must be immediately removed from the merchandise. Should the merchandise be resold by Supplier, it must bear no Belk markings, tags, or identification.
- The merchandise is manufactured in the country of origin stated on the commercial documents required for United States Customs entry. In the event Belk reasonably believes the merchandise to be in violation of transshipment regulations, Belk may cancel any order, in whole or in part, and return the merchandise to Supplier, for a full refund of the purchase price (including all handling, transportation, shipping, and other costs incurred by Belk in connection therewith).
- Warrant to Belk and its customers that merchandise is free from defects of workmanship and material and is fit for normal use by the consumer.
- Defend, indemnify, and hold Belk harmless from and against all claims, damages, losses, liabilities, and expense (including reasonable attorneys' fees) which arises out of, results from or is based on:



- o Any actual or alleged defect in the merchandise ordered.
- o Any actual or alleged patent, copyright, trade secret, or trademark or other intellectual property infringement arising from Supplier's manufacturer, sale, or export, or purchaser's use, sale or offering for sale of any merchandise ordered.
- o Belk and customers' reliance upon the warranties set out in above bullets.
- o Any gross negligence, willful misconduct, fraud, or violation of law by Supplier or any of its Suppliers.
- o Any unfair competition.
- o Any unfair or deceptive trade practices in connection with the merchandise and/or the product content furnished by Supplier to Belk.
- o Personal injuries or other damages sustained by any person from the use or misuse of the merchandise.
- o Any claim of strict liability, negligence, recklessness, or willful misconduct on the part of Supplier and/or relating to the merchandise.

2.9 Insurance

- Supplier shall, at its own expense, secure and continuously maintain, and shall require its subcontractors to secure and continuously maintain, the following insurance with companies rating A-VII or better in the current Best's Insurance Reports published by A. M. Best Company and shall, within thirty (30) calendar days furnish to Belk certificates and required endorsements evidencing such insurance. Belk shall be named as an "Additional Insured" to the coverages described below for the purpose of protecting Belk from any expense and/or liability arising out of, alleged to arise out of, related to, or connected with the merchandise or services provided by Supplier and/or its subcontractors. The certificates shall state the amount of all deductibles and self-insured retentions and shall contain evidence that the policy or policies shall not be canceled or materially altered without at least thirty (30) calendar days' prior written notice to Belk. A Notice of Cancellation will be issued by Supplier's insurance carrier in the event of cancellation for any reason. Supplier and its subcontractors shall pay any and all costs which are incurred by Belk as a result of any such deductibles or self-insured retentions to the extent that Belk is named as an "Additional Insured," and to the same extent as if the policies contained no deductibles or self-insured retention. The insurance coverages and limits required to be maintained by Supplier and its subcontractors shall be primary and non-contributory to insurance coverage, if any, maintained by Belk. Supplier and its subcontractors and their underwriters shall waive subrogation against Belk and shall cause their insurer(s) to waive subrogation against Belk.
- Insurance Coverage:
 - o Workers' Compensation Insurance (where required by law) which shall fully comply with the statutory requirements of all applicable laws.
 - o Commercial General Liability Insurance, including Product Liability coverage, with a minimum combined single limit of liability of \$1,000,000.00 per occurrence and \$2,000,000.00 annual aggregate and excess liability on a follow form basis with



\$3,000,000 per occurrence and annual aggregate, for any negligent acts committed by Supplier and/or its employees, subcontractors, or agents during the production of the merchandise or delivery of the services or any work hereunder. Such limits may be satisfied with a combination of primary and excess liability policies.

- An additional \$5,000,000 per occurrence and annual aggregate excess liability insurance on a follow form basis is required for any Supplier providing children's merchandise to Belk, including, without limitation, clothing, shoes, toys, and other related children's items.

The failure of Belk to obtain certificates, endorsements, or other forms of insurance evidence from Supplier and its subcontractors is not a waiver by Belk of any requirements for the Supplier and its subcontractors to secure and continuously maintain the specified coverages. Supplier shall send its certificates, endorsements, or other forms of insurance evidence from Supplier and its subcontractors to the following email address: BelkRiskDept@belk.com. Supplier shall notify and shall advise its subcontractors to notify insurers of the coverages required hereunder. Belk's acceptance of certificates and/or endorsements that in any respect do not comply with the requirements of this Section does not release the Supplier and its subcontractors from compliance herewith. Should Supplier and/or its Subcontractors fail to secure and continuously maintain the insurance coverage required herein, Supplier shall itself be responsible to Belk for all the benefits and protections that would have been provided by such coverage, including without limitation, the defense and indemnification protections.

2.10 Supplier Acknowledgement of the Belk Code of Conduct and Understanding of the Vendor Business Requirements

To learn more about our social compliance operations and how we work with Suppliers on their performance please contact GTCC@belk.com.

Please copy and paste the below statement on your company's letterhead.

Supplier represents and warrants the following:

That we are aware of all relevant laws and regulations of the country or counties in which our company operates.

That we will inform Belk in case of conflict between provisions of the Code of Conduct and any applicable laws or regulations in our countries of operation.

That we will observe and conform to the Code of Conduct in its entirety based on a development-oriented approach and without amendment or abrogation.

That Belk agents and/or any third-party organization acting on Belk's behalf may carry out audits with or without notice at business premises of our contractors and subcontractors at any time.

We shall notify Belk or the agent on behalf of Belk of the location of all business premises used for the production of goods and/or delivery of services for Belk or the agent on behalf of Belk. We guarantee that the production of goods and/or delivery of services for Belk or the agent on behalf of Belk is carried out exclusively at the locations we have indicated. We understand that failure to inform Belk or the agent on behalf of Belk of the location where work for its products and/or services are carried out is



adequate justification for the immediate and unconditional termination of all business and contractual relationships.

We will use the Code of Conduct for purposes relating to business and monitoring of activities related to Belk.

Every factory must sign and return the Belk Private Brands Code of Conduct and the acknowledgement of having reviewed and understood the Belk Vendor Business Requirements. Failure to comply with this requirement will cause the factory to be ineligible for Belk production. It is important that Belk Private Brands Suppliers place business on behalf of its consumers and stockholders with suppliers and supply chain partners (collectively, "Suppliers") whose practices are compatible with Belk's brand values. Therefore, in accordance with these values the Belk Private Brands Code of Conduct (the "Code of Conduct") aims to achieve compliance with certain social, legal, human rights, and environmental standards. By acceptance of the Belk Code of Conduct, Belk Private Brands Suppliers are, within their scope of influence, committed to acknowledge the social, legal, human rights and environmental standards laid down in this Code of Conduct and take appropriate measures within their company policy for their implementation and compliance by their Suppliers. Belk Private Brands Suppliers must, in addition, cause their Suppliers to ensure that the Code of Conduct is also observed within their own supply chains involved in production processes carried out on behalf of Belk. This Code of Conduct outlines the minimum requirements that all Belk Private Brands Suppliers must meet in order to do business or continue to do business with Belk.

- By checking this box and signing below you have received and understand the Belk Code of Conduct and acknowledge the receipt and understanding of the Supplier Code of Conduct and Belk Private Brand Vendor Business Requirements.

Supplier/Factory Name: _____

Print Full Name: _____

Signature: _____

Title: _____

Date: _____

Section Three: Purchase Orders

3.1 Purchase Order Types

Brick and Mortar (B&M) Store Order: You will receive a purchase order with total prepacks that Belk plans to order for our stores. B&M orders are designated with a **B** on the second digit of the style number. EG 8**B**H3620000number

eCommerce Order: eCommerce orders will be transmitted to vendors separately from store orders and are designated with an **E** on the second digit of the style number. Eg. 8**E**H3620000.

All Ecommerce orders are to be shipped as described in the eCommerce Packing requirements in section 6.6.



Style Numbers in PLM follow the below naming convention.

72321SP123ABCZ

Department Code + **Fiscal Year** + **Season** + **User Specified** + **Style Variant**
3 Digits 2 Digits 2 letters 6 Characters 1 Letter

Seasons are abbreviated per the chart below:

Season
Trans Spring = TS
Spring = SP
Summer = SU
Trans Fall = TF
Fall = FA
Holiday = HO

3.2 Purchase Order Requirements

Below are the requirements and restrictions on all Belk purchase orders:

- Do not ship merchandise after the Freight On Board (FOB) cancel date listed on the purchase order.
- Ship only one time per purchase order and ship the order complete.
- Do not ship quantity +0%/-5% from the purchase order.
 - Belk will not accept quantities greater than the ordered quantity at prepack level.
 - Belk will not allow short shipments of more than 5% ordered quantity at prepack level.
 - Invoices cannot be submitted for quantities greater than ordered quantity. No payment will be made on overages.
 - A chargeback of 5% of the FOB price will incur for short shipping more than 5% of ordered quantity.
 - Belk retains the right to cancel any purchase order which is short shipping by more than 10% of ordered quantity.
- Do not break the integrity of a prepack.
- Do not ship items that were not ordered.
- Do not ship any SKU substitutions.
- Do not ship without a valid purchase order.
- Verify the accuracy of all purchase order details including purchase cost, quantity by style, color, and size. Do not ship merchandise until all discrepancies on the purchase order have been corrected. Contact the Belk Sourcing associate for all corrections.



3.3 Terms and Conditions of Purchase Orders

All Belk purchase orders are governed by the terms and conditions of that purchase order (the current version of which is set forth in Appendix A hereto) and the following (which may be amended by Belk from time to time):

- Belk reserves the right, at no risk or expense to Belk, to refuse or return any shipment or to have any designated carrier refuse or return a shipment that is not valid or authorized and/or does not conform to the not before date or not after / cancel date contained in the purchase order to which the shipment relates. This also includes any substitutions or merchandise shipped in excess of the purchase order quantity. Any shipment relating to a purchase order that has been canceled or not approved will also be subject to refusal.
- Belk assumes no risk or expense on any merchandise refused or returned for non-conformance with the terms and conditions of the purchase order.
- Belk requires that all Vendors accept all Purchase Orders in the PLM system within 3 business days of receipt. If the purchase order is not accepted, the Vendor must provide details to the sourcing associate as to why the PO has not been accepted and what revisions may need to be made.
- Belk reserves the right, without penalty, to cancel any purchase order, in whole or in part, in the event that Belk's use of the merchandise is prevented, hindered, or delayed by or during the period of a force majeure event or circumstance outside of Belk's control, including without limitation any fire, flood, earthquake, epidemic, pandemic (including, but not limited to, COVID-19 and any voluntary or mandated mitigation measures with respect thereto), government action, riot, strike, war and/or other force majeure event.
- Belk will examine the merchandise included on the purchase order when received. If merchandise isn't what is on the purchase order, damaged, defective, of poor quality, or otherwise defective, Belk can return any or all of the product shipped.
- Vendor is responsible for including all applicable sales, use, or excise taxes in its purchase price. In the event a statutory exemption applies, Belk will be responsible for providing a valid exemption certificate to the vendor.
- Title to merchandise will not pass to Belk until merchandise has been received, inspected, and accepted as being in conformance with the terms of the purchase order.

BY ACCEPTANCE OF THE BELK PURCHASE ORDER, THE VENDOR AGREES TO THE FOLLOWING TERMS AND CONDITIONS OF A PURCHASE ORDER (THE CURRENT VERSION OF WHICH IS SET FORTH IN APPENDIX A HERETO AND THE FOLLOWING WHICH MAY BE AMENDED BY BELK FROM TIME TO TIME):

- Deliver all merchandise in accordance with the purchase order at the prices stated in the purchase order.
- Guarantee that all merchandise ordered has been priced, stamped, labeled, tagged, marked, invoiced, and delivered in full compliance with (i) all applicable international, federal, state, and local government (and all departments, boards, bureaus and commissions thereof) laws, rules, standards, orders, rulings, rules, guides and regulations, including, but not limited to the Federal Trade Commission Act, the Consumer Product Safety Act, the Transportation Recall Enhancement, Accountability, and Documentation Act, the Textile Fiber Products



- Identification Act and regulations relating to statement of fiber content of rayon, wool, linens, and other textiles contained in such merchandise, the Wool Products Labeling Act, the Care Labeling Rule, the Fair Packaging and Labeling Act, the Magnusson-Moss Warranty Act, the Federal Hazardous Substances Act, the Poison Prevention Packaging Act, the Radiation Control for Health and Safety Act, the Food, Drug and Cosmetics Act, California Proposition 65, and the Fur Products Labeling Act, and (ii) the laws, regulations and rules of all countries in which merchandise is produced or delivered. Vendor shall provide to Belk any information that is required to be displayed in order to comply with laws applicable to eCommerce sales of the merchandise [including but not limited to any California Proposition 65 warnings].
- Guarantee that all merchandise ordered has been or will be manufactured, compounded, or produced in full compliance with (i) all applicable federal, state, and local government laws, rules, and regulations, specifically including, without limitation, all applicable minimum wage, overtime, and child labor laws, rules, and regulations and (ii) the Belk Code of Conduct.
- Belk reserves the right, without penalty, to cancel any purchase order, in whole or in part, in the event that Belk's use of the merchandise is prevented, hindered, or delayed by or during the period of a force majeure event or circumstance outside of Belk's control, including without limitation any fire, flood, earthquake, epidemic, pandemic (including, but not limited to, COVID-19 and any voluntary or mandated mitigation measures with respect thereto), government action, riot, strike, war and/or other force majeure event.
- Defend, indemnify, and hold Belk harmless from and against all claims, damages, losses, liabilities and expense (including reasonable attorneys' fees) which arises out of, results from or is based on:
 - Any actual or alleged defect in the merchandise ordered.
 - Any actual or alleged patent, copyright, trade secret, or trademark or other intellectual property infringement arising from vendor's manufacturer, sale, or export, or purchaser's use, sale or offering for sale of any merchandise ordered.
 - Belk and customers' reliance upon the warranties set out in above bullets.
 - Any gross negligence, willful misconduct, fraud, or violation of law by vendor or any of its suppliers.
 - Any unfair competition.
 - Any unfair or deceptive trade practices in connection with the merchandise and/or the product content furnished by vendor to Belk.
 - Personal injuries or other damages sustained by any person from the use or misuse of the merchandise.
 - Any claim of strict liability, negligence, recklessness or willful misconduct on the part of vendor and/or relating to the merchandise.
- Belk reserves the right to take immediate credit for all goods that are to be returned to vendor because the goods do not meet the requirements of the purchase order.
- Belk reserves the right to dispose of vendor's goods at Belk's option if return authorization is not received by Belk from vendor within 30 days of original request.

Please review the current version of the full Terms and Conditions of Purchase Order in Appendix A. These conditions are transmitted with all Belk purchase orders and apply to all Belk purchase orders. Notwithstanding anything contained herein, Belk may amend such Terms and Conditions of Purchase Order from time to time.



Section Four: Direct Bill Payment

4.1 Direct Bill Program

Belk makes payment to Belk International Suppliers through Automated Clearing House (ACH). All suppliers must be able to submit one file to our Direct Bill Program via Belk's Secure File Transfer Protocol (SFTP) and a dedicated email address. The two files that will be required are:

- Invoice File—An invoice file is sent with an Invoice CSV attachment.
- Invoice files are not to be sent to Belk until product is on the vessel for shipment and the final ASN is complete and has been sent to Belk.

See **APPENDIX B BELK DIRECT BILL FILE SPECIFICATIONS**

4.2 EDI Contact Information

If you have questions or problems regarding the files required for Direct Bill please contact:

- direct_vendor@belk.com

Section Five: Product Preparation

5.1 Private Brands Color, Technical Design, and Quality Assurance

For additional information regarding required process and guidelines as it pertains to Samples, Color, Technical Design, and Quality Assurance, vendors should refer to the Belk Private Brands Vendor Business Requirements (VBR) SharePoint site for all additional documentation. These requirements are considered a part of the Belk VBR and are mandatory.

All sampling costs are at the vendor's expense.

All vendors are required to meet the product testing and final inspection protocols outlined in the VBR on the SharePoint site and all must be performed by an approved 3rd Party service provider, unless authorization has been granted by Belk for self-testing or self-inspection. All testing and inspection costs must be included in the cost of goods at the time of quoting. Beginning June 1st, 2022, all Apparel and Home vendors will be required to use Intertek for all product testing and final inspections. Intertek will become Belk's only nominated 3rd party provider. Please transition to using Intertek as quickly as possible. All Vendors will be required to enroll in Intertek's Interlink system and submit requests for testing and inspections via the Interlink online portal.

Regarding certification to perform Self-Inspections, each Vendor must be certified for self-inspection, following the process detailed in the Belk VBR SharePoint site. If you have not been re-certified for self-inspection since Jan 1, 2020, please reach out immediately to

[Quality Assurance and Product Integrity@Belk.com](mailto:Quality_Assurance_and_Product_Integrity@Belk.com) to be re-certified. Vendor certification for self-inspection is solely at Belk's discretion. At Belk's discretion, we may require you to use Intertek for final inspection for key programs or styles as deemed necessary. In addition, all new Vendors, regardless of Agent self-inspection status, will need to be certified for self-inspection. Until certification is achieved, Vendors must use Intertek for all final inspections. All new brands and brand launches will be required to go through Intertek for all final inspections for the initial launch season. Charges will be assessed for non-compliance per the VBR chargeback table.



The Belk QA team will be performing in-store Production Audits each season to review production quality of shipped goods. If any issues are found, Belk reserves the right to request mandatory 3rd party Final Inspections for a duration of 10 subsequent shipments or up to 3 months of shipments. In addition, depending on the severity and prevalence of issues found, Belk may issue additional quality chargebacks to cover product audit expenses, or as a % off of total shipped FOB value for styles found with issues.

A passed 3rd party final inspection does not absolve a vendor of responsibility for any quality issues found in production. Vendors will still be held accountable for the quality of all production received by Belk, regardless of whether a 3rd Party random Final Inspection was passed prior to shipment.

Issues will be communicated from the Sourcing Operations or Sourcing Team at the time of discovery.

If additional assistance is needed, contact the respective sourcing team or through the below specific inboxes.

Color@belk.com

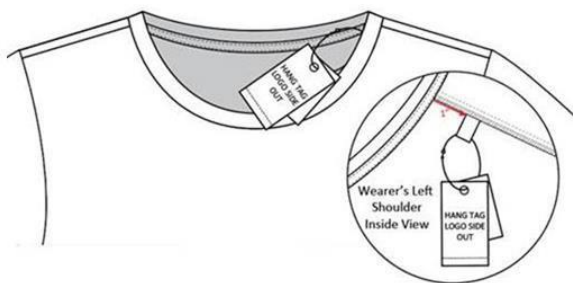
Technical_Design@belk.com

[Quality Assurance and Product Integrity@Belk.com](mailto:Quality_Assurance_and_Product_Integrity@Belk.com)

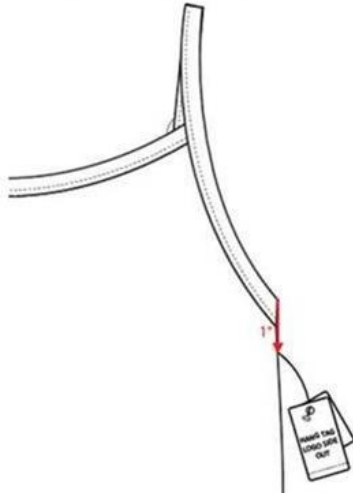
5.2 UPC Merchandise Ticketing Standards

All merchandise, whether for stores or for eCommerce, must have a merchandise ticket attached to the product that includes the UPC barcode, human readable UPC, merchandise description, and the retail price. The UPC code must be visible and easily accessible for scanning. Belk requires [GS1 standards](#) for ticketing, and recommends that vendors use one of our preferred ticketing partners (RPac, WFL, or Avery Dennison). If you are requesting specific information on ticketing such as group name on tickets, please reach out to your Belk Merchant Team.

- Attach UPC tickets so that the merchandise will not be damaged. UPC tickets should be securely attached to the merchandise by plastic swift-attach devices or by attachment to sewn on labels. If it is impractical to use either of these two methods of attachment for merchandise, tickets can be attached using a loop-lock attachment devise (handbags), rat tail (sunglasses) or with an adhesive backed ticket (china, glassware, etc.). Do not loop strings around buttons or use strings attached with pins. When using an adhesive backed ticket, be sure that the ticket and adhesive can be easily removed from the merchandise and will not damage the merchandise.
- For garments with heat seals, the hang tag should be placed in the left shoulder seam.



- For garments with heat seals that do not have a back neck or shoulder seam, the hang tag should be placed in the left side seam.



- Boxed/package merchandise that can be displayed or sold in or out of the packaging (luggage, vases, and picture frames) must be ticketed on both the item and on the retail package.
- For two-piece garments, mark the top garment with a full detail ticket (to include the UPC) and mark the bottom garment with a second ticket that includes the Product ID (PID) and size. Both tickets should state that this is a two-piece garment.
- For store orders, merchandise sold by the unit but packaged in multi-packs will require a UPC merchandise ticket to be attached to each individual selling unit as well as the outside of the carton. For example, glasses packed four to a carton but sold by the glass would require that a UPC price ticket be attached to each glass as well as having four UPCs attached to the outside of the carton.
- Vendors should scan test their own UPC tickets.

All codes for specific Private Brands price tickets and trims will be provided by the Belk Sourcing Team.

Retail Tag Process

The following retail tag order process applies to international purchase orders only. Vendors are responsible for ordering from one of the three Belk nominated tag manufacturers.

Nominated tag manufacturers are:

Avery - belk.am.rbis@averydennison.com

WFL - info@wflp.com

R-PAC - Christy.Gisinger@r-pac.com

All information needed to manufacture the appropriate tag type and content printed on the tag is provided in the EDI850 purchase order. Nominated tag manufacturers receive original and updated EDI850 purchase orders with the same information.

Tag orders should be ordered 90 days prior to FOB date. If the tags are ordered prior to 90 days before FOB, the vendor accepts the risk of tag content charges or tag type changes. Ordering, printing, shipping, and applying the retail tags is solely the responsibility of the vendor and cannot impact meeting agreed FOB dates. If you have questions, please reach out to the Belk Sourcing team.

5.3 Hanger Requirements

Belk expects the vendor to ship merchandise on VICS approved standard floor ready hangers. For store orders, please confirm with Buyer if merchandise is to be shipped on a hanger or if it is to be shipped flat. Belk follows all GS1 Hanger standards. Please reference the below link for more information.

https://www.gs1us.org/DesktopModules/Bring2mind/DMX/Download.aspx?command=core_download&entryid=383&language=en-US&PortalId=0&TabId=134

For all eCommerce / store 888 purchase orders, product should be shipped flat inside a polybag, unless it is listed as hanging in APPENDIX F ECOMMERCE FLAT AND HANGING GUIDE. Hangers must conform to the GS1 hanger standards by product category. With the exception of suits, all two-piece garments must use both a top and a bottom hanger connected by the coordinate loop. Belk hanger type, size, color requirements can be found listed in the APPENDIX D HANGER SPECIFICATIONS (including where sizers are required).

For any hanger need outside of these set standards, vendor should get exception approval from Buyer. Please do not use foam padding (or loose fabric, etc.) inserts on pant hanger. Belk has chosen to nominate 2 hanger suppliers for private brand product. Supplier information and contact can be found below, please contact to set up an account and get access to the ordering system/order forms. Orders must go through nominated suppliers effective for goods that are shipping for Jan 2022 in store and later. Non-compliance of hanger type or vendor will result in chargebacks, detailed below:

Wrong hanger type - \$25 per receipt and \$0.60 per unit, minimum \$50.00 per receipt

Hanger sourced through non approved vendor - \$500 per order

Mainetti contact info: timothy.hourihan@mainetti.com *Country Contacts attached in Appendix H.
Sourcing Solutions Inc (SSI) contact info: sales@ss-intl.com

5.4 General Product Packaging Requirements

Close all buttons/zippers/hooks. Breakable products must be adequately packaged to prevent breakage during transit. Any merchandise received broken due to inadequate packaging will be deducted from the invoice.

Merchandise that will be displayed folded on tables or in cubes, must have a clear plastic "size strip" or "size sticker" indicator.

- Confirm with Buyer if merchandise will be displayed folded in store.
- Folded merchandise must have a clear "size sticker" or "size strip" affixed to the merchandise.
- Stickers must use an adhesive that will not damage the merchandise.

5.5 STORE ONLY Packaging Requirements

For all brick and mortar store orders (all orders for stores except store 888), please package product as follows:

- Group like product by style and color in one master polybag. Do not use individual polybags on single skus.
- Polybags need to have perforated tears for easy removal.
- If product is to be hanging, the garment must be shipped on the hanger. Do not bundle hangers with cable, twine or rubberbands.



- Do not use pins, tape, clips, removable foam inserts on bottom hangers, excessive tissue or cardboard, or empty merchandise boxes as filler. There should be no excessive packing materials used.
- Alternate top and bottom placement in the carton to eliminate excess bulk, maximize cube, and prevent shifting.
- Folded merchandise must have a clear “size sticker” or “size strip” affixed to the merchandise.
- Stickers must use an adhesive that will not damage the merchandise.

5.6 eCommerce Packing Requirements

Belk International transmits eCommerce purchase orders with the designation E as the second digit of the style number ie: 8EA1360000. eCommerce orders will be transmitted as a standalone purchase order. All orders for eCommerce must follow the packaging and shipping requirements outlined below.

5.6.1 eCommerce Individual Packaging

Merchandise must be individually packaged in a polybag or a box as an individual selling unit. All apparel merchandise should be flat folded in an individual polybag with no hangers. If the merchandise is a set, all pieces/components must fit into and be included in a single polybag. The polybag must contain all components for the complete selling unit. Please see Appendix E for any exceptions to this rule.

Boxed Merchandise (ie Home, Bake wear, Toys, Luggage, etc.) :

- Boxed merchandise does not need to be polybagged. However, the box must contain all components for the individual selling unit within one box. Gift wrapped/ boxed items (ex. candy) and boxes with openings (ex. slippers, toys, gadgets) must be placed in a polybag.
- Breakable merchandise such as cosmetics, fragrance, decorative home, tabletop, and electronics must be packaged to protect the merchandise when shipping to the consumer.
- All merchandise that is boxed in protective inner cartons (non retail-ready packaging) must have an UPC barcoded sticker affixed to the top of the inner carton.
- If item is sold in a set, please add “SOLD IN SET” sticker or marking near UCC-128 label. If merchandise is sold individually, please add “SOLD INDIVIDUALLY” sticker or marking near UCC- 128 label.

Non- Boxed Merchandise/ Apparel:

- All merchandise must be individually polybagged.
- No hangers are to be on apparel. Apparel is to be flat folded.
- All polybags must have an UPC barcoded sticker affixed to the middle of the longest side of the polybag.

5.6.2 eCommerce Reshippable Packaging

- Individual product dimensions in the packaging must not exceed 26” L x 16” W maximum. If length and width are used interchangeably, items must still measure within this 26” and 16” specification. If the product cannot be folded in packaging to be less



than these dimensions, then the product must be sent to Belk individually packaged in a reshippable carton. Reshippable cartons should meet the following requirements:

- Use a rigid box with flaps intact
- Remove any labels, hazardous materials indicators, and other previous shipment markings on the box that are no longer applicable
- Use adequate cushioning material
- Use strong tape designed for shipping
- Do not use string or paper over-wrap

Please see Appendix F for more information on reshippable cartons.

5.6.3 eCommerce Category/Department specific eCommerce requirements

DEPARTMENT	ECOMMERCE PACKING REQUIREMENTS	ECOM FLAT FOLD OR HANG
Cosmetics/Fragrances	Merchandise must not be shrink-wrapped, bundled or packaged together. MSDS for all cosmetic/fragrance must be sent to the Belk Fulfillment Center Attn: BFC Loss Prevention.	NA
Fashion Accessories	Merchandise must be properly packaged to protect product and shape (ex. Handbags, Hats).	NA
Jewelry	Earrings must be attached to a card and posts must be protected to prevent damage during shipping. Watches must be shipped in the display case.	NA
Womens Special Occasion Dresses	Cocktail, Formal, Bridal, Prom, delicate fabrics	Hang
Mens and Womens Dress Outerwear	Leather, Fur, Cashmere can be hung Active/Casual, Topcoats, Peacoats	Hang Flat Fold
Ladies Bras and Panties	Merchandise can be shipped on a small intimate hanger. Hangers must be tucked under the garment and sealed in a polybag. 2- piece items must always be packaged together as one selling unit within one polybag.	Flat Fold
Swimwear	Merchandise cannot be shipped on a hanger. 2-Piece items must always be packaged together as one selling unit within one polybag.	Flat Fold
Mens	Suits, Suit Separates, and Suit Coats	Hang
Mens	All other apparel	Flat Fold



Men Furnishings	Belts must be coiled and individually packaged in a polybag. If coiling will damage the belt, please ship in an individual polybag and then coil the belt into a second polybag. Neckties must be folded and cardboard used to protect and maintain product shape inside the individual polybag	Flat Fold
Kids	If sold as a set, all pieces must be included and fit in one polybag. Toys/plush must be shipped in individual polybags with a UPC barcoded sticker, unless packed in a sellable box with a UPC	Flat Fold
Shoes	Shoe boxes must be strapped with rubber bands or plastic/paper strap to ensure tops and bottoms are secured; unless the shoe box has locking tabs that will keep the top lid securely closed. Shoes must be polybagged as a sellable unit if the shoe is not shipped in a closed sellable box. (example: women's sandal) A polybag is not required if the shoe is shipped in a closed, sellable box with a UPC.	NA
Soft Home: Towels/Bath Rugs/ Tablecloths/Napkins	All merchandise must be individually polybagged with a UPC barcoded sticker on the outside of the polybag. If sold as a set, all pieces must be packaged together in one polybag. Rugs must not be shipped on a hanger; instead rugs must be flat folded or rolled in a polybag.	Flat Fold
Soft Home: Bedding	Additional packaging is not required for any merchandise shipped in fully enclosed retail-ready vendor packaging with a UPC (ex. comforter set or sheet set in a vinyl bag). If a product is not fully protected by vendor packaging (ex. banded fleece blanket), then the merchandise must be individually polybagged with a UPC Barcoded sticker on the outside of the polybag. Comforters exceeding 26 (L) x 16 (W) inches must be shipped in a reshippable individual carton. Bed pillows need to be in a reshippable bag with barcoded sticker on the outside of the reshippable bag.	Flat Fold
Hard Home: Bath	Bath accessories must be shipped in a protective inner box with adequate packaging to prevent breakage.	NA
Cookware	Additional packaging is not required for any merchandise shipped in fully enclosed retail-ready vendor packaging with a UPC (ex. boxed cookware set).	NA

	<p>If a protective inner box is used to protect merchandise, then the protective inner box must have a UPC Barcoded Sticker.</p> <p>Knives must be packaged for safety and shipped in a protective package or a box. No blades can be exposed.</p> <p>Merchandise must be individually packaged by sellable unit, with all set components shipped in one polybag or box. Merchandise cannot be group wrapped (ex. three pans shrink wrapped together) unless it is sold as one item.</p>	
<p>Hardgoods (China, Dec Home, Crystal, Glassware & Trim/Holiday Decor)</p>	<p>All merchandise must be shipped in protective packaging and must not require any additional repackaging to prevent breakage. Ornaments and Holiday décor must be packaged in individual protective boxes for each selling unit. The inner box must have a UPC sticker.</p> <p>All multi-piece items or sets must be packaged together in the same box and labeled with a UPC barcoded sticker (ex. Butter dish and lid must be in same box)</p>	<p>NA</p>
<p>Tabletop</p>	<p>All merchandise must be shipped in protective packaging and must not require any repackaging to prevent breakage. Components within sets must be packaged in a way to avoid breakage. Separators should be used to protect from breakage.</p>	<p>NA</p>

5.6.4 eCommerce Polybag Specifications

All eCommerce merchandise that is not packaged in a display box or container must be packaged in individual polybags containing the complete individual selling unit. Units sold as sets must be packed in the same polybag. Polybags must meet the following specifications:

- The polybag must be .9 mil to 1.5 mil in thickness and must be made of Polyethylene. Only clear plastic polybags may be used.
- Polybags thinner than 1 mil must contain the following caution statement printed on the polybag: “WARNING: TO AVOID DANGER OF SUFFOCATION KEEP AWAY FROM BABIES AND CHILDREN. DO NOT USE IN CRIBS, CARRAGES, OR PLAYPENS. THIS BAG IS NOT A TOY”.
- The polybag must be securely sealed either using a heat seal or tape to prevent merchandise from falling out of the bag.
-
- The polybag must not contain air holes, except for leather and suede items. These items should be covered with protection and shipped in polybags with air holes to allow the fabric to breathe.
- The polybag must fit the folded product with no more than 1” of excess space in the polybag on any side. For hanging product, the polybag should be sized to cover the entire garment and sealed on all sides. The polybag should be no longer than 6” below the garment.
- Recommended folding standards for apparel can be found in Appendix G.



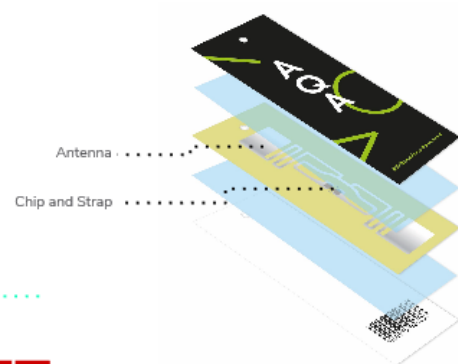
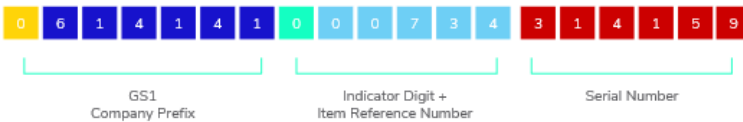
RFID Basics

UPC/EAN to EPC

UPC/EAN Structure



EPC Structure



5.7.2 Belk Mandate

Effective **June 2021**, all **Private Brand products are required** to be shipped with a **RFID hangtag or RFID sticker**.

- Belk is mandating that RFID tags and stickers must be purchased from Avery Dennison for all Private Brand product.
 - Avery Dennison began accepting RFID Supplemental tag/sticker orders beginning December 18, 2020.
 - Avery Dennison began accepting RFID Integrated tag orders beginning September 1, 2021.
 - All pricing has been negotiated with Avery Dennison and there will be no further local discounting on these costs.
- RFID requirement applies to all Apparel, Soft Home products, Hard Home products, and all Handbags, Accessories and Fashion Jewelry.
- Product will EITHER use an integrated RFID hangtag / sticker OR will use a supplemental RFID hangtag / sticker.
 - Please review **Appendix I** for a catalog of both supplemental and integrated RFID hangtag and sticker part numbers.
 - Please contact Avery Dennison directly for negotiated pricing on each.
 - Please use an Integrated RFID hangtag or sticker for all brands of apparel, home, and accessory products where available.
 - All Footwear will use a large supplemental RFID sticker.
 - If an integrated RFID / UPC tag or sticker is not available for your specific product or brand, please continue to use a supplemental RFID tag or sticker on your product.
 - If you have any questions about which tag or sticker you should be using on your product, please reach out to Dina Samuel from the Belk marketing team with any questions dina_samuel@belk.com

- Cosmetics, Fragrances, and Fine Jewelry products are exempt from all RFID requirements.

5.7.3 Account Setup and Contact Info

Please contact **Avery Dennison to complete set up of an account**, as well as to schedule training on what to order, how to order, and how to apply the RFID hangtags / stickers.

- The Avery Dennison Service Bureau contacts are listed by County of Origin in Chart I below.
- RFID Integrated hangtags and stickers will be printed at Avery Dennison service locations in China, India, Vietnam, and Honduras.
- RFID Supplemental hangtags and stickers will be printed at Avery Dennison service locations in China, India, Vietnam, Honduras, and Mexico.
- Please reach out to Nancy Nelson at Avery Denison to complete account set-up as soon as possible
- Nancy.Nelson@averydennison.com; You must register an account with Avery Dennison to order tags / stickers.

5.7.4 Hangtags/Stickers and Lead Times

Avery Dennison has committed to shipping all Integrated tag and sticker orders within the following leadtimes:

- Integrated tags / stickers: 10 working days of order / payment receipt in China and Vietnam, and temporarily within 18 working days of order / payment receipt in India
- Supplemental tag / stickers: will be shipped within 10 working days of order / receipt payment.
- It is the Vendor's responsibility to plan RFID tag order timing to meet production needs, using the delivery commitments that Avery Dennison has made.
- Avery Dennison is working to reduce the India leadtime to 10 days as quickly as possible and expect to achieve this in Q1 2022.
- Note that there will be no MOQ per order.
- All order terms are ex works-EXW production locations. Products produced in China and shipped to the USA will be subject to a 25% tariff added to invoice.
- All Integrated items will be available in the following countries for orders / exports: China, Vietnam, and India.
 - Vendors will have the ability to order from Honduras, however the Vendor will need to reach out to Avery Dennison immediately to discuss specific needs by tag type; With a forecast, Avery Dennison will be able to fulfil tag / sticker orders in Honduras within 10 days.
 - If you are interested in Honduras or USA options, please reach out to Fabian Blanco from Avery Dennison at Fabian.Blanco@averydennison.com

Chart I



Service Bureau	Primary Contact Name	Vendor Bill To Region	Primary contact E-mail	Primary contact Phone	Name	Secondary contact E-mail	Secondary contact Phone
China (Nansha)	Gemma Chen	TAIWAN	gemma.chen@ap.averydennison.com	8620-3233 5144	Lena Li	lena.li@ap.averydennison.com	8620-3233 5141
		CHINA -W Z					
		BANGLADESH					
	Fiona Chen	INDIA	fiona.chen@ap.averydennison.com	8620-3233 5162			
		VIET NAM					
		INDONESIA					
		CHINA -O-T					
	Cassiel Dong	UNITED STATES	cassiel.dong@ap.averydennison.com	8620 3233 5167			
		CANADA					
		JORDAN					
GUATEMALA							
EGYPT							
TURKEY							
Lauren Chen	KOREA, REPUBLIC OF	lauren.chen@ap.averydennison.com	8620-3233 5142				
	HONG KONG						
	PAKISTAN						
	SINGAPORE						
	SRI LANKA						
	CHINA U V X Y						
Rita Huang1	CHINA A-N	rita.huang1@ap.averydennison.com	8620-3233 5159				
	ICE/BELK	ICE_BELK@ap.averydennison.com	8620-3233 5141				
Honduras	Erinda Monjaras		erinda.monjaras@averydennison.com	+52 442-229-5600 ext 652	Veronica Brenis	veronica.brenis@averydennison.com	52 (442) 1401713
	Gabriela de la Huerta		gabriela.delahuerta@averydennison.com	+52 442 359 3077	Alejandro Ruiz	jose.ruiz@averydennison.com	(52) 442 381 4468
India	Hanirakshi	AD INDIA	hanirakshi_c@ap.averydennison.com	+ 91 7022029199	Veena Nagaraj	veena.nagaraj@ap.averydennison.com	+ 91 9740017474
	Ramya Raju	AD INDIA	ramya.raju@ap.averydennison.com	+ 91 7022029209			
Vietnam	Cassie Nguyen		cassie.nguyen@ap.averydennison.com	76 3336 (Ext: 3719)HP: +84 3	Truc Nguyen	truc.nguyen@ap.averydennison.com	776 3336 (Ext: 3719)HP: +84 32
Mexico	Monica Sierra	US	monica.sierra@averydennison.com	(+) 52 442 359 2664	Josafat Jaime	josafat.ulises.jaime@averydennison.com	o: 52 +1(442) 2295600 EXT 638 m: 52 +1 (442) 4113061

RFID Placement Guidelines:

- RFID hangtags/stickers are to be applied based on these guidelines. RFID should NOT cover barcode, price and description fields such as style, color, size.
- RFID must adhere properly to the products, if there is any issue with adhesion of the stickers to the products, vendor must contact Avery Dennison to work out a solution.
- Metal products may interfere with the RFID signal. Do not place a RFID sticker directly on a metal surface. Metal products should use a RFID hangtag, or a sticker placed on a non-metal surface, like a bellyband or cardboard. If you have questions about whether your product is compatible with RFID hangtags or stickers, please reach out to Fabian Blanco at Avery Dennison fabian.blanco@averydennison.com. Products that are confirmed to be non-compatible with RFID will be exempt from RFID requirements.

In addition, Belk requires the following placement guidelines by category:

Hanging Apparel:

- Always default to Hangtag if a hangtag is used on the product for the Retail / UPC information.
- Stickers are approved for items without hangtags.
- Do not apply stickers directly to fabric, must be applied to an existing label or joker tag.
- Avoid covering any important information.

Packaged Apparel:

- Stickers are approved for packaged apparel, based on size of package use either small or large sticker.
- Apply on back and nearest the top of the box/package.

Footwear:

- Always default to a large sticker.
- Apply to the side of box next to the size, color, and style identification.
- Avoid covering of any important information.



Accessories:

- Use an integrated or supplemental hangtag if product carries a Brand or Retail / UPC hangtag.
- Approved for both small and large sticker on backer cards, however preference is to use large sticker if space allows.
- Apply to backer card or packaging. Avoid covering important information.

Soft Home:

- Always default to large sticker or Hangtag.
- Avoid covering important information.
- Test adherence to any packaging or materials with known adhesion challenges.
- Product packaged in a retail box or package should have the sticker applied on the back and nearest to the top of the box or package.
- If the product is open stock and has a hangtag, add a supplemental RFID hangtag on the same loop/attachment as the existing UPC/Retail hangtag if there is no integrated hangtag available for your product.
- If the product is open stock and has a sticker that has a UPC/Retail price add a supplemental RFID sticker adjacent to the UPC sticker. If the product will be displayed on a fixture at Belk, stickers placed on the back of the package should be affixed next to the top of the package

Hard Home:

- Always default to large sticker.
- Avoid covering important information.
- Test adherence to any packaging or materials with known adhesion challenges.
- Do not place a RFID sticker directly on a metal surface. Metal products should use a RFID hangtag, or a sticker placed on a non-metal surface, like a bellyband or cardboard. If you have questions about whether your product is compatible with RFID tags or stickers, please reach out to Fabian Blanco at Avery Dennison fabian.blanco@averydennison.com. Product packaged in a retail box or package should have the sticker applied on the back and nearest to the top of the box or package.
- If the product is open stock and has a hangtag, add a supplemental RFID hangtag on the same loop/attachment as the existing UPC/Retail hangtag if there is no integrated hangtag available for your product.
- If the product is open stock and has a sticker that has a UPC/Retail price add a supplemental RFID sticker adjacent to the UPC sticker.

Please review additional tag placement options in alignment with the [GS1 Apparel and General Merchandise Placement Standards](#) (Section 4)

DO NOT COVER:

1. Barcodes.
2. Description fields such as style, color, size.
3. Validate that all stickers adhere securely to packaging.

****General rule for Packaged Apparel, Soft and Hard Home:** To avoid contact with fixtures/dividers in stores, and to improve RFID tag performance and readability, please place RFID stickers on the back of the package next to the top of the package.



RFID/EPC tickets are to be attached only to the primary garment of multi-piece, attached sets.

All Vendors must apply the necessary quality control measures to ensure that the RFID tag/sticker is applied properly to all products.

A chargeback will be issued on products that were found with missing RFID stickers or tags. For the rate of chargeback, please refer to the chargeback table within this document.

5.7.5 Storage and Handling for RFID

Follow the listed storage & handling guidelines for RFID:

- RFID tags are recommended to store at temperature 15C to 25C , humidity 65% - 85%.
- RFID operating temperature range is -25C to 70C.
- Whenever possible, store RFID labels and tags in the original packaging and/ or anti-static bags until opened for use, to avoid ESD (electrostatic discharge).
- Keep at least 10M away from high voltage machinery or generators with over 600V.
- Avoid placing tag on metal, e.g. metal hanger clips.
- Avoid folding, bending, crushing of the tag.
- Data retention for RFID labels and tags can be 10+ years under proper conditions.
- Storage should be indoors, similar to non-RFID tags.
- Vendors should handle RFID tag with reasonable cares.
- RFID tag can pass through metal detectors and will not cause any problem.

Section Six: Shipment Preparations

6.1 Carton Packing Requirements

All merchandise must be packed in conveyable cartons for shipment to Belk.

- Belk considers a prepack a carton. Each prepack will have its own US1-128 label and will be shipped to an individual store.
- Do not pack prepacks inside of a master carton.
- Use a shipping carton that fits the merchandise. Merchandise should be packed 1/4 inch below the top of the carton and 1/8 inch from the sides of the carton. Cartons should be large enough to allow hangers to lie squarely in the carton.
- Each carton must contain merchandise for only one purchase order and only one store destination. All of the pack components must be shipped in a single carton.
- Lay garments folded and flat in the carton with the front side facing up.
- Where possible, use biodegradable and recyclable packing materials.
- Cartons should be securely sealed with tape. Do not band cartons together nor use banding to
-
- secure cartons. If cartons are secured with shrink wrap, it must not interfere with the GS1-128 label.
- Cartons should have a minimum strength of 32 ETC (edge test crush).



- All shipping cartons must be strong enough to withstand several further reshipments as individual cartons throughout the Belk supply chain.

6.2 Carton Dimensions

In order for cartons to efficiently move through Belk facilities, vendors must comply with the below dimensions and weight requirements. Note that the carton requirements are different for eCommerce orders.

ALL STORE ORDERS		
Dimension	Minimum	Maximum
Length	12"	36"
Width	12"	26"
Height	2"	30"
Weight	2 lbs	49 lbs

ALL ECOMMERCE ORDERS		
Dimension	Minimum	Maximum
Length	12"	30"
Width	9"	24"
Height	6"	18"
Weight	2 lbs	49 lbs

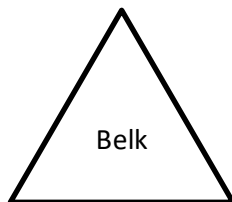
6.3 Carton Markings

Vendors are to put a colored sticker, colored piece of tape, or colored marking on the top of all cartons. Stickers should be applied according to the color guidelines below by product category:

- White - Accessories/Jewelry / Other Center Core
- Red – Women’s
- Orange - Home
- Yellow – Kids
- Green – Shoes
- Light Blue – Men’s
- Purple - Intimates
- Black – Cosmetics and Fragrances

The below carton marking format is required on all cartons, see below for an example.

Style #:
 Prepack ID:
 Purchase Order:
 Country of Origin:
 Destination: USA



6.4 Vendor Booking Process

Belk International utilizes Maersk Supply Chain Management as the exclusive freight forwarder for all Belk International shipments.

Cargo must be booked through Maersk Supply Chain Management portal a minimum of 21 days prior to FOB start ship date with the following information:

- Bill of lading destination
- Consignee name
- Expected cargo delivery date
- Purchase order number
- Style number
- Carton breakdown (PO/PPK)
- Country of origin
- Shipper name
- Total number of cartons
- Commodity description
- Estimated cubic meters (CBM) and kilograms (kgs)
- Port of loading
- Shipping marks

All commercial invoices must state goods are destined for the U.S. and must be written in English.

All documents should be provided to Maersk/Damco through the vendor portal.

Vendors must deliver cargo in accordance with their booking declaration. The vendor must contact Maersk/Damco and revise their booking if there are any additions or deletions to the purchase orders to be delivered.

All Belk International purchase orders are shipped with final destination as per the purchase order.

Belk International will accept -5%/+0% against the ordered quantity by existing prepacks. All prepacks must remain intact as ordered.

Belk retains the right to cancel any order that is shipped past the ship cancel date on the purchase order.

No partial shipments are allowed.

Belk expects any shipment falling within the below loadability guidelines to be factory loaded:

Container size	Minimum Container Loadability
20' Dry	27 CBMs
40' Standard	57 CBMs
40' High Cube	67 CBMs
45'	77 CBMs



6.5 Cargo Load Sequence

Vendors must deliver cargo as required by Belk so that cargo can be loaded as per specifications. Cargo will be loaded block stowed nose to tail, unless commodity dictates otherwise.

Please see APPENDIX H VENDOR RECORD KEEPING REQUIREMENTS

6.6 Customs Trade Partnership Against Terrorism (CTPAT)

All vendors must be CTPAT compliant. Vendors must provide a current within 1-year security audit. CTPAT security criteria indicates that a high security seal must be affixed to all loaded containers bound for the U.S. All seals must meet or exceed the current ISO 17712 standards for high security seals.

The following link includes additional information for review of ISO 17712 high security seals:

<http://www.cbp.gov/sites/default/files/documents/Bulletin%20-%20April%202014%20-%20ISO%2017712%20High%20Security%20Seals.pdf>

6.7 Pre-ASN/GS1-128 (UCC-128) labels

All vendors are required to send a pre-ASN for each container to pack/scan supplier 24 hours **prior** to cargo delivery to Maersk/Damco.

For factory loads, one pre-ASN is required for each container. The container number and booking number must be referenced.

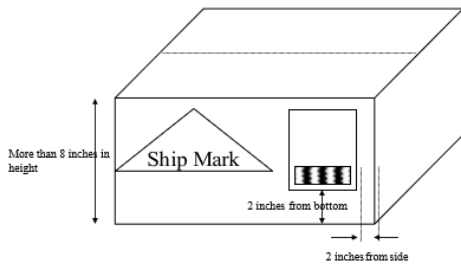
For CFS deliveries, one pre-ASN is required. The container number is not required. The booking number is required.

Maersk/Damco will provide one booking number per shipment. The shipment may include multiple POs. Please see Attachment D for booking/pre-ASN relationship.

GS1-128 labels must be attached to all cartons prior to delivery to Maersk/Damco.

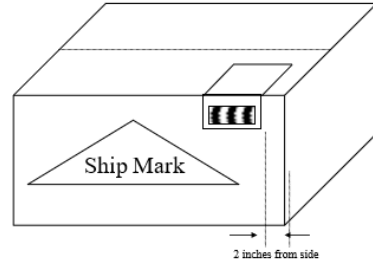
- The vendor is responsible for ensuring that the GS1-128 tickets are able to be scanned.
- Labels must be a minimum of 6 inches high and 4 inches wide.
- The SSCC-18 barcode should be at least 1.26" in height and 3.0" wide.
- On the longest side of the carton, place the carton label in the lower right corner two (2) inches from the right side and bottom of the carton. Place the label on top of cartons under 4" in height. If the longest side of the carton is too short for the entire GS1-128 label to fit, put label on longest side and fold over the top of the carton.
- Each carton label must be affixed to the carton in such a manner to withstand the normal in-transit wear and tear.
- Do not apply anything over the GS1-128 label, including clear tape, as this may reduce the ability to scan.

 CORRECT

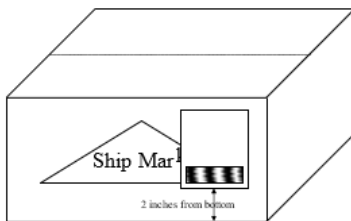



Carton height is more than 8 inches

 CORRECT

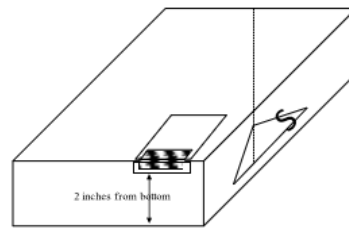



 WRONG



 Carton label cannot cover ship mark

 WRONG



 UCC barcode cannot be folded

6.8 Material Restrictions

Do not use excessive packing materials inside the carton (cardboard, air pillows, inserts, foam pieces) and be environmentally conscious of how merchandise is packed.

- Packing peanuts are not allowed.
- Cardboard inserts are acceptable.
- Do not band the outside of the carton. No bands or straps of any kind are allowed.
- Shrink wrap around cartons is ok, but it cannot interfere with the GS1-128 label.

6.9 Order Shipment

In order to meet our customer's expectations, it is critical that our suppliers meet our FOB ship/cancel window as determined on our purchase order.

For FOB terms, we expect our supplier to plan accordingly so that the PO is onboard the vessel from origin port by the FOB cancel date.

All shipments, whether by sea or air must be routed through Belk's nominated forwarder with the destination of Savannah, GA.

Belk expects all of our POs shipped complete but will accept a variance of -5%/+0% at carton level without penalty.

Section Seven: Compliance Chargebacks

Please review the contact information by reason code in the Reason Code List located in the Vendor Portal:

<https://staging-web-belk.demandware.net/s/Belk/customer-service/about-us/vendor-resources/>

7.1 Chargeback Table

	Freight on Board vessel past FOB cancel date	5% FOB Price discount or at Belk's discretion air 100% prepaid *
	Freight on Board vessel 8-14 days past FOB cancel date	10% FOB Price discount or at Belk's discretion air 100% prepaid *
	Freight on Board vessel 15+ days past FOB cancel date	20% FOB Price discount or at Belk's discretion air 100% prepaid *
	Unauthorized shipment or unauthorized carrier used	\$250 handling + full freight invoice amount
	Booking request submitted to freight forwarder less than 21 days prior to FOB Start date or 28 days prior to FOB Cancel date (this also includes updating a booking and removing or adding PO's.)	\$4000 per PO, If Belk is unable to secure a contact rate booking due to the late booking, the vendor will be subject to pay the difference in freight cost between contract and premium rates. Note that the two portions of this chargeback may be processed separately at different times.
	Cargo is not delivered to carrier for booked vessel	\$4000 per PO. If Belk is unable to secure a contact rate booking due to the missed booking, the vendor will be subject to pay the difference in freight cost between contract and premium rates. Note that the two portions of this chargeback may be processed separately at different times.
	Freight CBMs on a confirmed booking request varies greater than +/- 5% of actual freight CBM turned over for shipment	\$1500 per CBM of variance beyond +/-5%
	Carrier assessorial fees including, but not limited to, detention, demurrage due to inaccurate ASN or customs documentation (including any documents related to US Cotton Incentive), late delivery, storage	\$50 handling + full amount of fees assessed
	Detainment fees due to non-compliance of US forced labor requirements will be assessed. This will include, but not limited to: demurrage charges, fines, penalties, storage and loss of business	\$100 handling + full amount of fees assessed
	Missing / unscannable GS1-128 carton label	\$10.00 per carton (applicable to the full PO carton)
	Missing/Unusable/Incorrect ASN	\$10.00 per carton



	Excessive packing materials used (straps, bands)	\$5.00 per carton (applicable to the full PO carton)
	eCommerce product shipped in carton outside of minimum / maximum requirements	\$10.00 per carton (applicable to the full PO carton)
	ECommerce packaged incorrectly (missing polybag, missing label, or does not follow dept. specific directions)	\$.50 per unit per violation (applicable to the full PO quantity)
	eCommerce product shipped on hanger	\$.50 per unit (applicable to the full PO quantity)
	eCommerce product not shipped in single SKU carton as per PO.	\$.50 per unit (applicable to the full PO quantity)
	eCommerce product not shipped in Reshippable single unit packaging as required	\$10.00 per carton (applicable to the full PO carton)
	Not packed separately by store or PO #	\$10.00 per carton (applicable to the full PO carton)
	Items shipped to store in individual polybags	\$5.00 per carton (applicable to the full PO carton)
	Missing or defective RFID, or RFID sourced from non-approved vendor	\$0.60 per unit, minimum \$50.00 per PO (applicable to the full PO quantity)
	Missing / incorrect / unscannable UPC ticket or incorrect ticket placement	\$.50 per unit (applicable to the full PO quantity)
	Missing /Incorrect Retail	\$.50 per unit (applicable to the full PO quantity)
	Incorrect / Inaccurate Sku on ASN	\$.50 per unit (applicable to the full PO quantity)
	Invoice sent prior to final ASN / Shipment	\$100 per occurrence
	Short shipment of greater than 5% of PO	5% of FOB
	PO not accepted in PLM on-time	\$50 per occurrence
	Late receipt of First Fit sample	\$100 per sample
	Late final fit approval	\$100 per style
	Late receipt of Ad/Ecom sample	\$100 per sample
	Missing or unauthorized party for product testing	\$500 per occurrence
	Missing or unauthorized party for final inspection	\$500 per occurrence
	ASN quantities do not match invoice quantities	\$100 per occurrence
	Wrong hanger type	\$0.60 per unit, minimum \$50.00 per PO (applicable to the full PO quantity)
	Hanger sourced through non approved vendor	\$500 per order
	SKU from Different Vendor	\$7 per carton (applicable to the full PO carton)
	Unknown UPC	\$7 per carton (applicable to the full PO carton)



	Product Shipped on a Cancelled PO, or prior to the FOB Start Ship date	Full FOB cost of the PO; At Belk's discretion, Belk will not pay invoice or will chargeback full FOB cost
	Product Shipped with a failed Test Report or Final Inspection	Full FOB cost of the PO; At Belk's discretion, Belk will not pay invoice or will chargeback full FOB cost

- Belk reserves the right at their discretion to air 100% prepaid or cancel all or partial units of any order that is shipped past the cancel date on the purchase order.
- The acceptance of freight by Maersk/Damco is not to be considered an approval of late shipment without a chargeback or cancellation.
- If Belk Requests for Vendor paid air, all shipments must be 100% prepaid from origin to our DC in Blythewood, SC including any US truck transportation between arrival airport and Blythewood, SC DC. Belk will provide sea reimbursement if the goods are handed over to the forwarder by the agreed on cancel date. Belk is NOT responsible for airline storage fees that result from a late document turn over for US Customs clearance or ASN not being sent/received on time. These storage fees will be deducted from the payment to the vendor.

Chargeback Inquires and Disputes

Chargeback inquiry questions should be sent to Belk_Compliance@belk.com. The email will be acknowledged within 48 hours, but it may take up to 30 days to receive a response. Please note that Belk answers all inquiries on a first come, first serve basis. Any request for information that is available on the vendor web portal will incur a chargeback of \$50 per item per claim number to be researched. **All vendor chargeback inquiries and disputes must be made within 3 months of shipment.**

Chargeback Dispute Requirements

To dispute a chargeback, the dispute must include the following information in the email to Belk_Compliance@belk.com:

- Vendor name and number
- Purchase order number
- Debit memo number or invoice number
- Ship date
- Documentation and detailed explanation supporting dispute
- Contact name and number

Section Eight: Payment Information

8.1 Payment Remittance Details

To view remittance information, log on to the Vendor Portal at <https://vendorportal.belk.com/VendorPortal/>.

Here you will be able to reconcile payments by viewing invoices and any chargebacks or reversals that are included in a particular payment. If you have questions about the portal or need to receive your unique user # and secure pin, please email VCG@belk.com.



8.2 Outstanding Invoice Verification

To obtain a Vendor Trial Balance with all outstanding invoices in our system, please send an email to Expense_Payables@belk.com.

Section Nine: Key Contact Info

9.1 Belk Contact Information

CONTACT GROUP	EMAIL
Vendor Onboarding	GTCC@belk.com
Chargeback questions	Belk_compliance@belk.com
Private Brand PLM Questions	pbsystem_ops@belk.com
Transportation booking Questions	Local Maersk office. Refer to Appendix J.
Payment Portal Questions	VCG@belk.com
Invoice Questions	Expense Payables@belk.com

Belk International Mailing Address:

Belk Private Brands
2801 W. Tyvola Road Charlotte, NC 28217



Appendix A: Terms and Conditions of Purchase Order

The following terms and conditions apply to all purchase orders issued by Belk for products ordered from any supplier (each, a "Purchase Order"). Belk is referred to below as "Purchaser" and supplier is referred to as "Vendor."

1. Vendor agrees that it will not ship merchandise under this Purchase Order earlier than the "Ship" date no later than the "Cancel" date hereof. Purchaser reserves the right to refuse (including at the carriers' facilities) or return any merchandise that is shipped prior to the "Ship" date or after the "Cancel" date or that is substituted, over-shipped, or not ordered hereby. Purchaser assumes no risk or expense on any merchandise refused or returned for nonconformance with the terms and conditions of this Purchase Order. All refusals or merchandise returns for nonconformance will be subject to a deduction on remittances of all applicable freight charges plus an expense offset charge as indicated on the Belk chargeback table or in the Private Brands Belk International Vendor Business Requirements. If Purchaser elects to keep shipments shipped prior to the "Ship" date, terms will be computed from the "Ship" date shown here on. If Purchaser elects to keep shipments shipped after the "Cancel" date, terms will be computed from the actual date of the shipment, Purchase Order "Ship" date or date of invoice, whichever is later; and the foregoing expense offset charge as indicated on the Belk chargeback table or in the Private Brands Belk International Vendor Business Requirements.
2. Purchaser must be notified in writing within 5 days of Purchase Order issuance if this Purchase Order is not accepted, including all terms and conditions as stated therein.
3. Purchaser reserves the right, without penalty, to cancel any purchase order, in whole or in part, in the event that Purchaser's use of the merchandise is prevented, hindered, or delayed by or during the period of a force majeure event or circumstance outside of Purchaser's control, including without limitation any fire, flood, earthquake, epidemic, pandemic (including, but not limited to, COVID-19 and any voluntary or mandated mitigation measures with respect thereto), government action, riot, strike, war and/or other force majeure event.
4. It is understood that Purchaser shall have a reasonable time and opportunity to examine the merchandise included in this Purchase Order when received in its store, whether or not its agents have previously examined said merchandise, and, if it shall then be ascertained that said merchandise or any part thereof is not in conformity with this Purchase Order or is not as represented or warranted by Vendor, is inferior in workmanship or quality or is otherwise defective, or is delivered in a damaged condition (other than damaged in transit), Purchaser shall have the right to rescind this contract and return all or any part of the merchandise to Vendor at Vendor's expense, plus a charge as indicated on the Belk chargeback table or in the Belk vendor guide, if said conditions are determined during the receiving process. If said conditions are discovered at any time after the receiving process has been completed, the merchandise may be returned at Vendor's expense. The right to rescind given hereunder shall not be construed as a limitation on the right to rescind or other rights given by common law or statute. As used herein, the term "Vendor's expense" shall mean inbound and outbound freight costs plus the cost of any transit insurance associated therewith.



5. Vendor shall be responsible for including all applicable sales, use or excise taxes in its purchase price. In the event a statutory exemption applies, Belk shall be responsible for providing a valid exemption certificate to the vendor.
6. By acceptance of this Purchase Order, Vendor agrees to:
 - A. Deliver all merchandise in accordance with this Purchase Order at the prices stated herein or at such lower prices and at any better terms and discounts as may be prevailing at the time of shipment.
 - B. Guarantee that all merchandise ordered has been priced, stamped, labeled, tagged, marked, invoiced, and delivered in full compliance with (i) all applicable international, federal, state, and local government (and all departments, boards, bureaus and commissions thereof) laws, rules, standards, orders, rulings, rules, guides and regulations, including, but not limited to the Federal Trade Commission Act, the Consumer Product Safety Act, the Transportation Recall Enhancement, Accountability, and Documentation Act, the Textile Fiber Products Identification Act and regulations relating to statement of fiber content of rayon, wool, linens, and other textiles contained in such merchandise, the Wool Products Labeling Act, the Care Labeling Rule, the Fair Packaging and Labeling Act, the Magnusson-Moss Warranty Act, the Federal Hazardous Substances Act, the Poison Prevention Packaging Act, the Radiation Control for Health and Safety Act, the Food, Drug and Cosmetics Act, California Proposition 65, and the Fur Products Labeling Act, and (ii) the laws, regulations and rules of all countries in which merchandise is produced or delivered. Vendor shall provide to Belk any information that is required to be displayed in order to comply with laws applicable to eCommerce sales of the merchandise [including but not limited to any California Proposition 65 warnings].
 - C. Guarantee that all merchandise ordered hereunder has been or will be manufactured, compounded, or produced in full compliance with (i) all applicable international, federal, state, and local government labor laws, rules, and regulations, specifically including, without limitation, all applicable minimum wage, overtime, and child labor laws, rules, and regulations, and (ii) the Code of Conduct.
 - D. Warrant to Purchaser and its customers that such merchandise is free from defects of workmanship and material and is fit for normal use by the consumer.
 - E. Defend, indemnify and hold Purchaser harmless from and against all claims, damages, losses, liabilities, and expenses (including reasonable attorneys' fees) on account of:
 - (1) Any actual or alleged defect in the merchandise ordered hereunder;
 - (2) Any actual or alleged patent, copyright, trade secret, or trademark or other



- (3) intellectual property infringement arising from Vendor's manufacturer, sale, or export,
 - (4) or Purchaser's use, sale, or offering for sale, of any merchandise ordered hereunder;
 - (5) Purchaser's and Purchaser's customers' reliance upon the warranties set out in B, C, and D above; and
 - (6) Any gross negligence, willful misconduct, fraud, or violation of law by Vendor or any of its suppliers.
 - (7) Any unfair competition.
 - (8) Any unfair or deceptive trade practices in connection with the merchandise and/or the product content furnished by Vendor to Belk.
 - (9) Personal injuries or other damages sustained by any person from the use or misuse of the merchandise.
 - (10) Any claim of strict liability, negligence, recklessness or willful misconduct on the part of Vendor and/or relating to the merchandise.
7. Purchaser reserves the right to take immediate credit for all goods that are to be returned to Vendor because they do not meet the requirements of this Purchase Order.
 8. Purchaser reserves the right to dispose of Vendor's goods at Purchaser's option, in such manner as Purchaser deems appropriate, if any return authorization is not received by Purchaser from Vendor within 30 days of original request.
 9. No assignment or other transfer of this Purchase Order, by Vendor, to any third party, will operate to create any liability by Purchaser hereunder to any such third party without the prior written consent of Purchaser to such assignment or transfer; provided, however, that nothing hereinabove contained shall be deemed to prohibit the Vendor's subcontracting, to one or more third parties, the production of part or all of the merchandise ordered hereunder.
 10. If any provision of this Purchase Order, specifically including any provision contained in the following Billing and Shipping Instructions, shall be construed or held to be invalid or unenforceable by any court of governmental body or agency having jurisdiction thereof, then this Purchase Order will be interpreted as though such provision had been omitted, and the validity and enforceability of the remaining provisions hereof will be valid, enforceable, and unaffected thereby.



11. No modification of or addition to these terms and condition shall be effected by any course of dealing or usage of trade, or acceptance or acknowledgement by Vendor of any Purchase Order or other form submitted by Vendor containing additional or different terms or conditions. Purchaser and Vendor may only modify these terms and conditions by a clear and conspicuous written amendment or agreement signed by both parties that expressly states the intent of the parties to modify these terms and conditions.
12. This agreement shall be controlled, construed, and enforced in accordance with the laws of the State of North Carolina. Purchaser and Vendor hereby consent to the jurisdiction of the federal and state courts in Mecklenburg County, North Carolina, in connection with any dispute between the parties hereto and each waives any objection based on improper or inconvenient venue.

Appendix B: Belk Direct Bill File Specifications

IT Specifications for the Sending of Financial Files to Belk Inc.

1.1 Invoice File

1.1.1	Files must be sent prior to 7:00 p.m. Eastern Time in order to be processed on that day. Belk Inc. The current rule is one file per day per vendor.
1.1.2	An email is sent by each vendor with the Invoice CSV attachment. See 3.1.5 for file format. The eMail will be sent to <bidirectbill@belk.com>
1.1.3	<p>A pre-defined <u>sender</u> email id is required for each vendor. Email ID's can be 50 characters in length.</p> <p>Belk Inc. must be notified of a new or a change to an existing email address 2 weeks prior to the start of sending files.</p> <p>Emailed CSV files will not be processed if they that are sent from any email id other than the vendor pre-defined email address</p> <p>To contact Belk regarding an add or change for an email address: Email to billdirectonboarding@belk.com. Please include the following information in your email:</p> <p>New email address Old direct bill email address - if applicable Vendor name Contact information- name, email address, location, phone number.</p>
1.1.4	<p>The pre-defined email subject line must appear in the email.</p> <p>The subject line will read: Belk daily direct bill file (YYYYMMDDHHMMSS)</p> <p>Example: Belk daily direct bill file (20150813014104).</p> <p>The date timestamp value must be included in the subject line. Time is military time.</p>
1.1.5	<p>This is the file lay out to be used by all vendors and agents. Refer to the example of the file below.</p> <p><u>All text must be in Upper case.</u></p> <p>The file should not contain any blank lines.</p> <p>CSV MAPPING</p> <ul style="list-style-type: none"> INVOICE RECORDS(S)

TOKEN #	DATA MAP	SAMPLE DATA	COMMENTS
T01	BS450-FILE-NAME	BIDIRECT	
T02	BS450-LINE-ENTRY-NBR	1	ROW SEQUENCE NUMBER (increment for each record in the file)
T03	BS450-COMPANY-NBR	990	
T04	BS450-COMP-PO	0990002001310	T04(1:4) = BS450-COMP-NBR T04(5:2) = 00 T04(7:7) = BS450-PO-NBR
T05	BS450-ACC-NBR	3200000000	
T06		NL	
T07	BS450-RCV-DATE	20120727	YYYYMMDD
T08	BS450-INV-NBR	C8120175	No special characters Max of 12 characters
T09	BS450-DATE-UNIT	FCR-JUL09DD-SEP07PC1234	T09(3:4) = BS450-FCR-DATE T09(13:5) = BS450-DUE-DATE T09(20:9) = BS450-UNITS
T10	BS450-PAY-TYPE	USD	
T11		0	



T12	BS450-TOT-AMNT	1326.55	\$ AMOUNT PER PO
T13			
T14			
T15		XL	
T16		GL165	
T17		N	
T18		20120727	SAME AS T07

TBL: 1[A]

- Token numbers other than in **RED** will remain unchanged for each record

Sample record as shown in the above mapping:

BIDIRECT,1,990,0990002001310,3200000000,NL,20120727,C8120175,FCR-JUL09DD-SEP07PC1234,USD,0,1326.55,,,XL,GL165,N,20120727

- FCR - Forwarders' Cargo Receipt

- TRAILER RECORD

T01	BS450-FILE-NAME	BIDIRECT	
T02	BS450-LINE-ENTRY-NBR	100	ROW SEQUENCE NUMBER
T03	BS450-COMPANY-NBR	990	
T04	BS450-COMP-PO	099000	T04(1:4) = BS450-COMP-NBR T04(5:2) = 00
T05	BS450-ACC-NBR	2030850000	
T06		NL	Literal value NL
T07	BS450-RCV-DATE	20120727	YYYYMMDD (CSV CREATE DATE)
T08	BS450-INV-NBR	BIDIRECT	Literal value is BIDIRECT
T09	BS450-DATE-UNIT	TRANSMISSION TOTAL	Literal value is TRANSMISSION TOTAL
T10	BS450-PAY-TYPE	USD	Literal value USD
T11		0	
T12	BS450-TOT-AMNT	-2678341.41	TOTAL \$ AMOUNT FOR ALL PO (-) This value should always include the negative sign
T13			
T14			
T15		XL	Literal value XL
T16		GL165	Literal value GL165
T17		N	Literal value N
T18		20120727	SAME AS T07

TBL: 1[B]

- Token numbers other than in **RED** will remain unchanged for the trailer record

Sample record as shown in the above mapping:

BIDIRECT,50,990,099000,2030850000,NL,20120727,BIDIRECT,TRANSMISSION TOTAL,USD,0,-2678341.41,,,XL,GL165,N,20120727

The above example showing **T02** as 50 indicates that the CSV has 49 INVOICE records (one for each PO) and 1 TRAILER record

- T12** - Total Amount in the TRAILER record should have the negative value for the summation of \$ amount for each PO listed in the CSV

1.1.6	<p>A sample of the csv file.</p> <p>BIDIRECT,1,990,0990114743314,3200000000,NL,20130916,DBSCRIPTST28,FCR-SEP09DD-NOV08PC1872,USD,0,8985.6,,XL,GL165,N,20130916</p> <p>BIDIRECT,2,990,099000,2030850000,NL,20130916,BIDIRECT,TRANSMISSION TOTAL,USD,0,-8985.6,,XL,GL165,N,20130916</p> <p>There is no restriction on what you would like to name your file when you save it. We ask that you not use any special characters in the file name.</p>
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Appendix C: Belk Factory Profile

belk Belk Factory Profile					
FACTORY NAME (Official Business Name):			DATE COMPLETED:		
FACTORY CONTACT INFORMATION					
FACTORY NAME- Business name and any alias					
FACTORY STREET ADDRESS					
FACTORY CITY					
FACTORY STATE/PROVINCE					
FACTORY COUNTRY					
CONTACT PERSON 1			Email Address		
	Phone:		Title:		
CONTACT PERSON 2			Email Address		
	Phone:		Title:		
CONTACT PERSON 3			Email Address		
	Phone:		Title:		
EXPORT COUNTRIES					
FACTORY INFORMATION					
YEAR ESTABLISHED		_____			
TOTAL NUMBER OF EMPLOYEES		_____			
PRODUCT CATEGORIES		_____			
FACTORY VAT NUMBER		_____			
FACTORY BUSINESS LICENSE NUMBER		_____			
VENDOR INFORMATION (if applicable)- Please Indicate N/A if no vendor is used					
VENDOR		_____			
CONTACT PERSON		_____			
VENDOR ADDRESS		_____			
PHONE#		_____		MOBILE: _____	
EMAIL ADDRESS		_____			
AGENT INFORMATION (if applicable)- Please Indicate N/A if no agent is used					
AGENT		_____			
CONTACT PERSON		_____			
AGENT ADDRESS		_____			
PHONE#		_____		MOBILE: _____	
EMAIL ADDRESS		_____			
CUSTOMER BASE					
CUSTOMER	% TOTAL BUSINESS	CUSTOMER SINCE	MENS/WOMENS/ KIDS	PRODUCT CATEGORY	





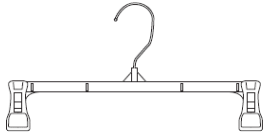






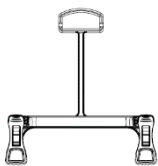




Belk Factory Profile




Social Compliance Certification Status		*Submit Copy of the Full Audit and CAP*			
Certifications/Systems	Date	Customer/Brand/Retailer	Audit Company name		
3rd Party Accredited Social Compliance Audit					
Other					
Security Compliance Certification Status		*Submit Copy of the Full Audit and CAP*			
Certifications/Systems	Date	Customer/Brand/Retailer	Audit Company name		
3rd Party Accredited Security Compliance Audit					
Other					
AGENT					
FACTORY/SUPPLIER (COMPANY)					
AUTHORIZED SIGNATURE	By Checking the box below and printing your name below, you signify that all information presented herein is true and accurate to the best of your knowledge and that you are authorized to digitally sign this document on behalf of the Company				
DIGITAL SIGNATURE	<input type="checkbox"/> Check Here to Confirm the Above				
PRINT NAME/TITLE				DATE:	



Appendix D: Hanger Specifications

	Standard Hanger Code	Size	SIZER	Color	Size Zone
Top I-Beam Hanger with Metal Hook					
	BEL-484	17"	NONE	Black	Missy/Petite/Mens/YC
	BEL-479	19"	NONE	Black	Plus/B&T
Top Knit Wear Hanger (Non-Slip) - Sweater Products Only					
	BEL-584	17"	NONE	Black	Missy/Petite/Mens/YC
	BEL-579	19"	NONE	Black	Plus/B&T
Bottom Padded (2 side) Clip Hanger					
	BEL-6212	12"	NONE	Black	Missy/Petite/Mens/YC
	BEL-6214	14"	NONE	Black	If needed
	BEL-6216	16"	NONE	Black	Plus/B&T
Outerwear					
	BEL-3329	17"	NONE	Black	Missy/Petite/Mens/YC
	BEL-3320	19"	NONE	Black	Plus/B&T
Intimate Apparel					
	BEL-GS-19	10"	NONE	Clear	Missy/Petite/Plus
	Standard Hanger Code	Size	SIZER	Color	Size Zone
Top Hanger with Notches - Separates					
	BEL-495	10"	YES	White	Baby/Toddler (2T-4T)
	BEL-496	12"	YES	White	Boys 4-7, Girls 4-6X
	BEL-472B	15"	YES	Black	Boys 8-20, Girls 7-16

	Standard Hanger Code	Size	SIZER	Color	Size Zone
Bottom Pinch Clip Hanger - Separates					
	BEL-6108	8"	YES	White	Baby/Toddler (2T-4T)
	BEL-6110	10"	YES	White	Boys 4-7, Girls 4-6X
	BEL-6110B	10"	YES	Black	Boys 8-20, Girls 7-16
Bottom Pinch Clip Hanger, Sets - 4" drop					
	BEL-9408	8"	YES	White	Baby/Toddler (2T-4T)
	BEL-9410	10"	YES	White	Boys 4-7, Girls 4-6X
	BEL-9410	12"	YES	Black	Boys 8-20, Girls 7-16
Bottom Pinch Clip Hanger, Sets - 7" drop					
	BEL-6908	8"	YES	White	Baby/Toddler (2T-4T)
	BEL-6910	10"	YES	White	Boys 4-7, Girls 4-6X
Set Hanger, 2 piece set - 4" drop					
	BEL-410	10"	YES	White	Baby/Toddler (2T-4T)
	BEL-429	12"	YES	White	Boys 4-7, Girls 4-6X
Set Hanger, 2 piece set - 7" drop					
	BEL-420	10"	YES	White	Baby/Toddler (2T-4T)
	BEL-422	12"	YES	White	Boys 4-7, Girls 4-6X
Set Hanger, 3 piece set - 3" drop					
	BEL-4410	10" top 7" bottom	YES	White	Baby/Toddler (2T-4T)
	BEL-4412	12" top 8" bottom	YES	White	Boys 4-7, Girls 4-6X

	Standard Hanger Code	Size	SIZER	Color	Size Zone
Set Hanger, 3 piece set - 6" drop					
	BEL-2110	10" top 8" bottom	YES	White	Baby/Toddler (2T-4T)
	BEL-2112	12" top 8" bottom	YES	White	Boys 4-7, Girls 4-6X
Outerwear					
	BEL-3316	15"	NONE	Black	Boys 8-20, Girls 7-16
Sizer					
	BEL-S83 BEL-ST1 -VICS				ALL KIDS
	<p>**follow GS1 US Color to Size Cross-Reference https://www.gs1us.org/DesktopModules/Bring2mind/DMX/Download.aspx?Command=Core_Download&EntryId=420&language=en-US&PortalId=0&TabId=134</p>				

Appendix E: Reshippable Carton Requirements

Single Wall Box Strength Guidelines			
Max Weight (lbs)	Size Limit (L+W+H)	Min Burst Test	Min ETC
30	75"	200	32
40	75"	200	40
50	85"	250	44
65	95"	275	55
80	105"	350	N/A
Double Wall Box Strength Guidelines			
Max Weight (lbs)	Size Limit (L+W+H)	Min Burst Test	Min ETC
60	85"	200	48
80	95"	275	51
100	105"	350	61
120	110"	400	71
140	115"	500	82
150	120"	600	N/A

Appendix F: Ecommerce Folding Guidelines

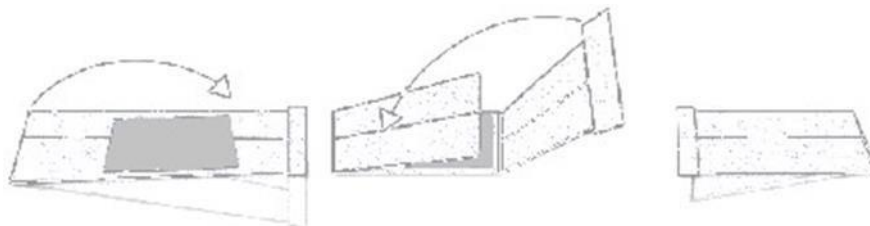
Sweaters, Shirts, Blouses, Coats, Jackets, Blazers, Activewear

- Lay garment with back facing up.
- Fold back sleeves, fold backside, fold in half (front to back)
- Place the garment in bag with as much of the garment showing as possible.
- The collar of the garment should be placed at the end of the bag.
- Fold and seal or tape the flap on the back of the bag.
- Place a UPC Barcoded Sticker on polybag as discussed in the eCommerce requirements.



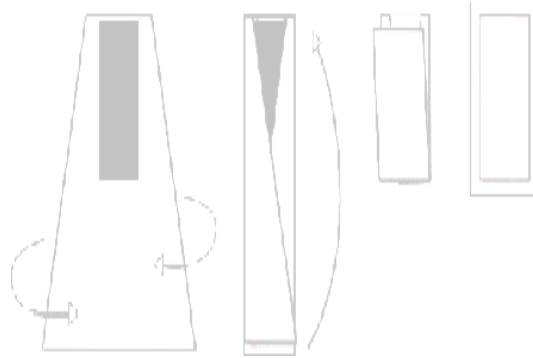
Pants

- Garment should be held at the waist and facing the person folding. Place hands at the center of the waist and pull apart.
- Lay garment on its side.
- Fold the back legs to the center. Fold the back waist to the center. Fold into thirds whenever possible.
- Slide the merchandise into the polybag waist first.
- Fold and seal or tape the flap on the back of the bag.
- Place a UPC Barcoded Sticker on polybag as discussed in the eCommerce requirements.



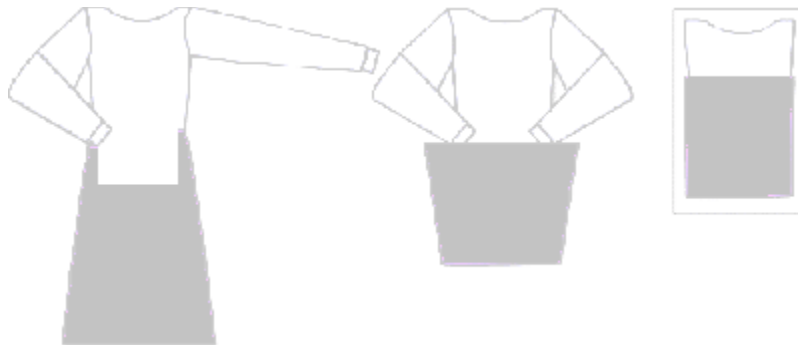
Skirts

- Lay the skirt with the back facing up.
- Fold in the sides, then fold bottom to top.
- Slide the merchandise into the polybag waist first.
- Fold and seal or tape the flap on the back of the bag.
- Place a UPC Barcoded Sticker on polybag as discussed in the eCommerce requirements.



Dresses and Slips

- Lay the Dress / Slip down with the back facing up.
- Fold back the sleeves. Fold the sides in. Fold the bottom of the dress up.
- Any collar must show and be placed face up.
- Fold and seal or tape flap on the back of the bag.
- Place a UPC Barcoded Sticker on polybag as discussed in the eCommerce requirements.



Appendix G: Vendor Recordkeeping Requirements

REASON FOR THE PROCEDURES

Belk International acts as the importer of record (IOR) for purchase orders (POs) that are placed with international vendors, either directly or through Belk's agents.

As the importer of record, Belk International is responsible for U.S. Customs and Border Protection (CBP) requirements. US CBP has authority to review records made or normally kept in the ordinary course of business. CBP is authorized to review documentation related to:

1. Any importation into the U.S.
2. Transportation into the U.S.
3. Use of Free Trade Agreements (FTA)
4. Any other activity administered by the US CBP

Below you will find a detailed list of documentation that should be available for each Belk International Purchase Order (PO) to import merchandise into the US or used to substantiate the use of FTAs. This documentation must be provided to Belk within fifteen (15) days of request to meet the time restraints that US CBP allows for advising.

Belk will periodically conduct documentation or production records audits with vendors utilizing FTAs to ensure compliance with these procedures.

Records should be maintained for 5 years from the date of entry into the United States.

Failure to maintain appropriate recordkeeping requirements can result in fines and penalties by US CBP.

Additional information regarding recordkeeping requirements is located at the following website:
<https://www.cbp.gov/document/publications/recordkeeping>

RECORDS

The following list includes records which are required to be kept on file by law or regulation. These records may be required by CBP to substantiate importation into the US or valuation of a product. Not every PO will require all of the following information. Only the records applicable to each PO are required.

1. Purchase Order
2. Bill of lading or air waybill
3. Commercial invoice – includes date, number, description of merchandise, quantities, values, unit price, trade terms, part, model, style, markets and numbers, name and address of foreign party responsible or invoicing, kind of currency
4. Packing list
5. Terms of sale
6. Shipping quantities
7. Shipping units of measurements
8. Documents required for entries of GSP merchandise, GSP declaration; if applicable
9. AGOA Textile Certificate of Origin and supporting records; if applicable
10. Other Free Trade Agreement documentation or certificates of origin; if applicable
11. APHIS documents
12. Single country declaration
13. Multiple country declaration
14. Product testing files
15. VISA



16. Certificate of origin
17. Production records

FREE TRADE AGREEMENTS (FTA)

CBP has the authority to request documentation to substantiate the use of FTAs. This section applies to any Purchase Orders where Belk is claiming duty free treatment as a result of an FTA

Every Belk supplier working with the production of product eligible for duty free treatment or reduced duty under a Trade Preference Agreement should maintain a procedure manual detailing the regulations applicable and processes necessary to be eligible for the benefits of the related FTA. Documentation should be available regardless of single or multiple country of origin. This includes:

1. Utilization of any Free Trade Agreement (FTA) for imports into the U.S.
2. Invoices of all materials used in production, including, but not limited to: fabric, yarns, trims.
3. Shipping documents from raw material suppliers to production factory
4. Clearance documentation of raw materials into country of production and any applicable government import licenses

Proof of Production

Timeline

A detailed and concise timeline prepared by the factory outlining chronological dates and details of events as they occurred. Dates should include fabric purchase, cut parts, et. al.

Materials

1. Invoices of all materials used in production, including, but not limited to: fabric, yarns, trims.
2. Shipping documents from raw material suppliers to production factory
3. Clearance documentation of raw materials into country of production and any applicable government import licenses
4. Documentation on labels or other materials incorporated into item produced

Production Records

The below information should be provided by country:

1. Internal factory production order
2. Cutting records if fabric is purchased from mill. Cutting records should include verification of quantity, color and size of order
3. List of number and types of machinery available at production factory
4. List of number and types of machinery utilized in production of Belk PO
5. Time cards of employees involved in production order with highlights of times employee worked on the Belk PO
6. Assembly records including records maintained on the factory floor, detailing the operations performed, employees performing said operations and the dates the operations were performed
7. Proof of factory operation during time of production (i.e. power/electric bill)
8. All shipping details documenting movement
9. Proof of export from country of export



Subcontractor Records

All details listed in section 3.1.3 of this document should be provided for any sub-contractor used to product Belk POs.

Inspection Certificates

1. In-line inspection reports
2. Final inspection report

Appendix H: Mainetti Contact List

Global Account Manager – USA:

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Appendix I: RFID Tag and Sticker Catalog



Integrated RFID Tag and Sticker Catalog
Updated 8.30.2021

NEW TAG CODE/FILENAME	BRAND	THUMBNAIL	TYPE	CATEGORY	AVAILABLE TO ORDER DATE	NOTES
BH21-HT-MAIN-HM-RFID	BILTMORE HOTEL		HANG TAG	HOME	9/10/2021	
BILT21-HT-MAIN-HM-RFID	BILTMORE		HANG TAG	HOME	9/1/2021	
CI21-HT-CAB-RFID	CABANA		HANG TAG	APPAREL	9/1/2021	
CI21-HT-MAIN-HM-RFID	CROWN & IVY		HANG TAG	HOME	9/1/2021	
CI21-HT-MAIN-RFID	CROWN & IVY		HANG TAG	APPAREL	9/1/2021	
CI21-JT-MAIN-RFID	CROWN & IVY		JOKER TAG	APPAREL	9/1/2021	Please be sure that AD has the correct Program Name for the tag when you place your order












CT21-HT-MAIN-HM-RFID	COOK'S TOOLS		HANG TAG	HOME	9/1/2021	
GEN21-HT-MAIN-HM-RFID	GENERIC		HANG TAG	HOME	9/1/2021	To be used when a generic hangtag is needed with the UPC / Retail Price for Home products
GEN21-HT-MAIN-RFID	GENERIC		HANG TAG	APPAREL	9/1/2021	To be used when a generic hangtag is needed with the UPC / Retail Price for apparel products
GG21-HT-MAIN-HM-RFID	GOODNESS & GRACE		HANG TAG	HOME	9/1/2021	
GG21-HT-MAIN-RFID	GOODNESS & GRACE		HANG TAG	APPAREL	9/1/2021	
JL21-HT-MAIN-HM-RFID	JOYLAND		HANG TAG	HOME	9/1/2021	
JL21-HT-MAIN-RFID	JOYLAND		HANG TAG	APPAREL	9/1/2021	
JL21-STK-HM-RFID	JOYLAND		STICKER	HOME	10/15/2021	To be used on all JOYLAND ornaments

KR21-HT-MAIN-RFID	KIM ROGERS		HANG TAG	APPAREL	9/1/2021	
KR21-JT-MAIN-RFID	KIM ROGERS		JOKER TAG	APPAREL	9/1/2021	Please be sure that AD has the correct Program Name for the tag when you place your order
LIB21-HT-MAIN-RFID	LIBERTY PARK		HANG TAG	APPAREL	9/1/2021	
LIM21-HT-MAIN-RFID (Limited is a Varnish)	LIMITED		HANG TAG	APPAREL	9/1/2021	
MAD21-HT-MAIN-RFID	MADISON		HANG TAG	APPAREL	9/1/2021	
MAD21-JT-MAIN-RFID	MADISON		JOKER TAG	APPAREL	9/1/2021	Please be sure that AD has the correct Program Name for the tag when you place your order
MSH21-HT-MAIN-HM-RFID	MSH		HANG TAG	HOME	9/1/2021	
OC21-HT-MAIN-RFID	OCEAN + COAST		HANG TAG	APPAREL	9/1/2021	
OC21-JT-MAIN-RFID	OCEAN + COAST		JOKER TAG	APPAREL	9/1/2021	Please be sure that AD has the correct Program Name for the tag when you place your order

PAR21-HT-MAIN-RFID (Parisian tag is a 2-Part Tag; this is for the back tag)	PARISIAN		HANG TAG	APPAREL	9/1/2021	Will be paired with a front Parisian Hangtag that does not carry any product specific information
PAR21-JT-MAIN-RFID	PARISIAN		JOKER TAG	APPAREL	9/1/2021	Please be sure that AD has the correct Program Name for the tag when you place your order
PT21-HT-MAIN-RFID	PRO TOUR		HANG TAG	APPAREL	9/1/2021	
SB21-HT-MAIN-RFID	SADDLEBRED		HANG TAG	APPAREL	9/1/2021	
SB21-JT-MAIN-RFID	SADDLEBRED		JOKER TAG	APPAREL	9/1/2021	Please be sure that AD has the correct Program Name for the tag when you place your order
TC21-HT-MAIN-RFID	TRUE CRAFT		HANG TAG	APPAREL	12/1/2021	
TOT21-HT-MAIN-RFID	TEAM OF TINY		HANG TAG	APPAREL	9/1/2021	
WON21-HT-MAIN-RFID	WONDERLY		HANG TAG	APPAREL	12/1/2021	
ZEL21-HT-MAIN-RFID	ZELOS		HANG TAG	APPAREL	9/1/2021	



BELK21-STK-ROUND-HM-RFID	BILTMORE HOTEL BILTMORE HOTEL JOYLAND GOODNESS & GRACE MODERN SOUTHERN HOME MODERN SOUTHERN HOME ESSENTIALS CROWN & IVY COOK'S TOOLS		STICKER	HOME	10/30/2021	Logo on sticker will change for each brand
BELK21-STK-UPC-LG-RFID	GENERIC		STICKER	HOME	10/30/2021	To be used on Home products as needed
BELK21-STK-UPC-SM-HM-RFID	GENERIC		STICKER	HOME	9/25/2021	To be used on Home products as needed only when the large sticker will not fit product / packaging
BELK21-STK-UPC-SM-RFID	GENERIC		STICKER	APPAREL	9/25/2021	To be used on Apparel products that require a generic non-brand specific sticker
BELK21-TA-UPC-RFID	GENERIC		TEARAWAY LABEL	HOME	9/20/2021	To be used on all towels, washcloths, hand towels, and any other bath product that has a tearaway UPC
BELK21-RFID-BARCD-ACCS-STR Integrated RFID XSmall Sticker	GENERIC		STICKER	FASHION JEWELRY	Currently Available	Should only be used on Fashion Jewelry and Accessory Products where a larger sticker cannot fit on the packaging / header / backer card.
BELK21-RFID-HANGTAG Supplemental RFID Hang Tag	GENERIC		HANG TAG	SUPPLEMENTAL	Currently Available	Should only be used if there is no integrated RFID UPC hangtag format available for use. Must be used in conjunction with another hangtag that has the UPC / Retail price. Use on Apparel, Handbags, Accessories, Home, and Jewelry products where the UPC / Retail is on a hangtag.
BELK21-RFID-LG-STR Supplemental RFID Large Sticker	GENERIC		STICKER	SUPPLEMENTAL	Currently Available	Should only be used if there is no integrated RFID UPC sticker format available for use. Must be used in conjunction with another sticker that has the UPC / Retail price. To be used on Home, Accessories, Footwear products where the UPC / Retail is on a sticker.
BELK21-RFID-SM-STR Supplemental RFID Small Sticker	GENERIC		STICKER	SUPPLEMENTAL	Currently Available	Should only be used if there is no integrated RFID UPC sticker format available for use. Must be used in conjunction with another sticker that has the UPC / Retail price. To be used on Home, Accessories, Footwear products where the UPC / Retail is on a sticker and the size of the product cannot accommodate the large sticker above.



Appendix J: Maersk Contact Information

Country	Customer Experience (CX)	Email	Office Number	CX Escalation	Email2	Office Number3	Add. Support
India	Venkatraman Iyerv Komal Patil	v.iyer@lns.maersk.com komal.patil@lns.maersk.com	+91 225-049-2202 +91 225-049-2208	Umesh Kookani	umesh.kookani@lns.maersk.com	+91 225-049-2116	-
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Singapore	Kimberly Bernarte Santos	kimberly.santos@lns.maersk.com	+63 25481601				-
Taiwan	Lily Li Li Liu	lily.liu@lns.maersk.com	+86 532-809-51884	Tony Dong Li	Tony.li@lns.maersk.com	+86 532-809-51726	-
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Appendix K: Vendor Factory Checklist



VENDOR/FACTORY CHECKLIST

Vendor Name:

Factory Name:

Date:

The Onboarding team has requested and received the following compliance documents signed from the vendor and each production factory:

Vendor Level

_____ Codes of Conduct for Vendor and each factory proposed for Belk production. **Please use the Code of Conduct (CoC) verbiage that is in the VBR**

_____ VBR/Prop 65 letter **THIS MUST BE ON THEIR LETTERHEAD** **Please make sure to use the attached form.**

_____ New Vendor/Factory profile- **Please complete all areas of the attached form**

Factory Level

_____ Social compliance audit conducted within the last year with CAP

_____ Security compliance audit conducted within the last year with CAP

_____ Vendor factory PLM setup form- **Form attached**

_____ Anti-forced labor statement- form attached

_____ Trucking information used by the factory to the port- name and address of the trucker - **Form attached**

_____ Belk CTPAT questionnaire **Form attached**

_____ Belk Vendor Invoice set up form- **Form attached. Indicate N/A if not a Belk Direct Bill supplier.**

Please note that all forms are required to move forward. Do not send unless and until all the paperwork is complete. It will not speed up the process to send piecemeal. **Only** send the forms requested above and include the checklist when returning the information.

Thanks, GTCC

Date submitted for PLM/Invoicing:

Revised 6/2022



Appendix L: Anti-Forced Labor Letter



██████, 20██

Dear Supplier Partner:

Recently, the United States government has barred United States companies from all business activities that may be a result of forced labor.

- Forced labor is a human rights abuse that hurts vulnerable workers, law-abiding businesses, and consumers. The United States will not tolerate forced labor in our supply chains and will continue to stand up against cruel and inhumane labor practices. |

The United States Customs and Border Protection (CBP) defines "forced labor" as follows:

- Forced labor is all work or service which is exacted from any person under the menace of any penalty for its nonperformance and for which the worker does not offer work or service voluntarily. Indentured labor is defined as work or service performed pursuant to a contract, the enforcement of which can be accomplished by process or penalties. This includes forced or indentured child labor.

CBP implements laws, regulations, and legal requirements to prevent merchandise produced in whole or in part in a foreign country using forced labor from being imported into the United States.

We are required to conduct due diligence of **all of** our supplier partners to determine where the entity and its affiliates may be involved in the practice of forced labor.

To validate we have completed our due diligence, we require that you confirm the following by executing this letter:

- As a Belk supplier partner, you understand the legal requirements and significant restrictions we and United States companies are subject to under United States law.
- There is no involvement by your company or any subsidiary or affiliates of your company with any company suspected of or engaged in the use of forced labor.

We appreciate your attention and prompt response regarding this matter.

Sincerely,

BELK INTERNATIONAL, INC.

Robin Beitman

Robin Beitman,

Sr. Manager Global Trade & Customs Compliance

Acknowledged and Agreed:

Company Name: _____

Title of signee: _____

Printed Name of signee: _____

Signature: _____

Date: _____

