# STATEMENT OF POLICY AND PRACTICE REGARDING UZBEK COTTON

At Mountain Hardwear, we are committed to building a company of which we can all be proud – not only of the innovative products we create and the financial results we achieve, but the manner in which we achieve them. Whether it's responsible sourcing, giving back to our communities, or reducing our environmental impact, we believe corporate responsibility is a company-wide effort. Stakeholder input is invaluable to the continuous improvement of our corporate responsibility programs.

Consistent with our commitment to corporate responsibility and our Standards of Manufacturing Practices, Mountain Hardwear does not knowingly source cotton from Uzbekistan.

We are adding our support to the retailers, trade groups, and other non-governmental organizations who have voiced serious concern over the use of forced child labor in the cotton fields of Uzbekistan. Mountain Hardwear is participating in a multi-stakeholder forum, comprised of brands, industry groups, investors, trade unions, and NGOs with the goal of eliminating the practice of forced child labor in Uzbekistan cotton production.

We communicate regularly in writing to each of our current and prospective suppliers informing them of our expectations that they not use cotton or textiles sourced from any country such as Uzbekistan that has a documented history of forced child labor.

We realize that global cotton markets are highly complex and difficult to trace with certainty. We will continue to learn more about those practices and will work with our suppliers and other stakeholders to develop and implement practices that promote and reward adherence to industry protocols and ethical standards across our entire supply chain.