

Gap Inc.

Code of Vendor Conduct

This Code of Vendor Conduct applies to all facilities that produce goods for Gap Inc. or any of its subsidiaries, divisions, affiliates or agents.

While Gap Inc. recognizes that there are different legal and cultural environments in which facilities operate throughout the world, this Code sets forth the basic requirements that all facilities must meet in order to do business with Gap Inc. This Code is based on internationally accepted labor standards, including the International Labour Organization (ILO)'s core conventions and the Universal Declaration of Human Rights. The Code provides the foundation for Gap Inc.'s ongoing evaluation of a facility's employment practices and environmental compliance.

I. Compliance with Laws

Facilities that produce goods for Gap Inc. shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. As a condition of doing business with Gap Inc., each and every vendor must comply with this Code of Vendor Conduct. Gap Inc. will continue to develop assessment and remediation systems to evaluate and ensure compliance. Wherever there is a difference in the requirements as per local law and that in the Gap Inc. COVC, the more stringent requirement should apply. Vendor and Vendor Affiliates shall use only Gap Inc. approved facilities for the production of goods. Vendors shall obtain prior written authorization from Gap Inc. to use these facilities prior to the start of production.

II. Environment

Facilities shall comply with all applicable environmental laws and regulations. Facilities must manage their impact on the environment, including energy & greenhouse gas (GHG) emissions, air pollution (emissions to air), water consumption, water quality, wastewater, waste diversion and disposal, and chemical use and handling.

III. Labor

A. Child Labor

Facilities shall employ only workers who meet the applicable minimum legal age requirements or are at least 15 years of age, whichever is greater. Facilities must also comply with all other applicable child labor laws. Facilities are encouraged to develop lawful workplace apprenticeship programs for the educational benefit of their workers, provided that all participants meet both Gap Inc.'s minimum age standard of 15 and the minimum legal age requirement.

B. Foreign Contract Labor

Facilities that recruit or employ foreign contract workers (FCW's) shall ensure that these workers are treated fairly and on an equal basis with its local workers. Migrant workers shall not be subject to any form of forced, compulsory, bonded, or indentured labor. All work must be voluntary and workers must be free to terminate their employment at any time, without penalty. Migrant workers (or their family members) shall not be threatened with denunciation to authorities to coerce them into taking up employment or preventing them from voluntarily terminating their employment, at any time, without penalty.

C. Discrimination

Facilities shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs.

D. Forced Labor

Facilities shall not use involuntary labor of any kind, including prison labor, debt bondage, slave labor or forced labor by governments.

E. Freedom of Association and the Right to Collective Bargaining

Workers are free to join associations of their own choosing. Facilities shall not interfere with workers who wish to lawfully and peacefully associate, organize or bargain collectively. The decision whether or not to do so should be made solely by the workers.

F. Humane Treatment

Facilities shall treat all workers with respect and dignity. Facilities shall not use corporal punishment or any other form of physical or psychological coercion.

G. Wages & Benefits and Terms of Employment

Facilities shall pay wages and overtime premiums in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, which ever is greater. Facilities are encouraged to provide wages and benefits that are sufficient to cover workers' basic needs and some discretionary income.

H. Working Hours

Facilities shall set working hours in compliance with all applicable laws. While it is understood that overtime is often required in garment production, Facilities shall carry out operations in ways that limit overtime to a level that ensures humane and productive working conditions.

IV. Working Conditions

A. Occupational Health and Safety

Facilities shall comply with all applicable laws and regulations regarding working conditions and shall provide workers with a safe and healthy environment.

B. Dormitory (if applicable)

Facilities that provide housing for workers shall keep these facilities clean and safe.

V. Management Systems

Facilities shall establish sustainability management systems designed with appropriate operational controls to ensure compliance with applicable laws, regulations, and the COVC. Management systems shall identify and control sustainability risks, and facilitate continuous improvement.



BANANA REPUBLIC



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