



## Our Supply Chain

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Fruit of the Loom, Inc., operates an integrated supply chain. This means we make the majority (89% in 2019) of what we sell in our own facilities. We have more than 29,000 employees across 11 countries — with 2 textile mills, 21 sewing facilities, 11 distribution centers and 11 offices. This gives us more operational and financial control to improve our environmental and social impact.

However, we also source from other suppliers across the globe and, in some cases, license our trademarks to be used on specific goods in a limited territory. We have published a complete list of all of our owned facilities, our direct suppliers and licensees since 2012.

### Resources for Suppliers

To access our Supplier Resources, click [HERE](#).

### Supply Chain Compliance

Adherence with our Code of Conduct within our supply chain is monitored through a comprehensive assessment process. FOTL utilizes internal, as well as independent auditors, to conduct on-site and/or virtual assessments to ensure compliance with this Code of Conduct. We understand, though, that an assessment, on its own, does not improve working conditions. An assessment is a lens that shows a snapshot of working conditions as they are at a moment in time. The commitment to continuous improvement efforts within a facility between assessments together with responsible business practices will help drive positive and sustainable results.

Independent monitoring companies are a pivotal part of our assessment process due to the legal expertise, familiarity with local culture and language, and technical knowledge required to adequately and appropriately assess the working conditions in a factory. Representatives from the independent monitoring companies visit the factories to assess compliance with both the local law and internationally recognized labor standards. The assessment includes:

- a walkthrough of the entire physical facility and working environment;
- a review of documentation such as internal policies, procedures, payroll records, and training records;
- private interviews with workers.

At the end of each assessment, the assessors inform the factory management of any opportunities for improvement. The factory management examine the root cause, develop a preventative action plan, and assign a person responsible for implementing each area of improvement within a specified timeframe.

Factories are typically assessed annually or, in some cases, every other year. In factories where major findings with the Code of Conduct are found, assessments may occur more frequently until the major findings are corrected. In these cases, our supply chain sustainability team works closely with the factory management to provide support implementing the areas of improvement.

Our Corporate Social Responsibility team collaborates on a regular basis with manufacturing, sourcing, and licensing teams to support informed, responsible decisions regarding business partner relationships. Prior to production beginning at any facility, FOTL requires an assessment by an independent monitoring company at each potential manufacturer. If conditions do not meet expectations, the facility is not permitted to begin manufacturing until the requested improvements are implemented.



## Map of Suppliers

**Owned  
Facilities and  
Suppliers**

**Licensees**

Click on a country in the map or the drop menu to view the list of suppliers in a country.

[Download Complete Suppliers / Licensees List](#)



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