



## Compliance Standards

G-III Apparel Group, Ltd. (“G-III”) is committed to legal compliance and ethical business practices in all of our operations worldwide. We choose business partners who we believe share that commitment. We have defined ‘business partners’ as contractors and suppliers (and their respective sub-contractors and sub-suppliers) who provide labor and/or material utilized in the manufacture of our products, regardless of G-III’s role as purchaser or sourcing agent.

In our purchase arrangements, business partners must observe all applicable laws of their country, including laws relating to employment, discrimination, the environment, and safety in the apparel and related fields. Moreover, business partners must comply with applicable U.S. Customs laws relating to the import of product, including country of origin labeling, product labeling, and fabric and product testing. If local or industry practices exceed US legal requirements, this higher standard should be met.

Our standards are summarized as follows:

- Our business partners must share our commitment to compliance with all laws regarding the importation of merchandise into the United States or other importing nation. Our business partners must respect the U.S. Customs laws for importation and the laws concerning the transshipment of merchandise. Transshipment is illegal and G-III will not tolerate this type of transaction for purposes of evading quota or country of origin rules. Vendor must allow G-III the opportunity to review pertinent internal records to verify vendor’s compliance.
- Our business partners must share our commitment to providing a safe and healthy workplace and to treating employees fairly and in compliance with local laws. Worker housing, where provided, must meet the same standards for health and safety as the workplace. Employees must be compensated fairly for all hours worked and at rates that meet local industry standards. Employees must not be discriminated against because of personal characteristics or beliefs.
- Our business partners must not utilize child labor, as it is defined by the United Nations standards or by national standards of the country in which they are operating, whichever are higher. They must not utilize forced labor, including prison or other compulsory labor.
- Protection and preservation of the environment.
- Assuring vendor compliance includes the following key components and formal documentation of these activities:

- b) Regular factory inspection by G-III with a reporting specifically covering observation of the compliance of these Standards
- c) All vendor purchase orders issued with clearly stated compliance requirements
- d) Scheduled and unscheduled factory visits for the express purpose of identifying legal, safety, and policy compliance
- e) Regular recertification of all facilities by authorized Quality Control staff
- f) Annual recertification of these operating Guidelines to all active business partners

Please see our Vendor Code of Conduct for additional CSR Guidance  
GIII Vendor Code of Conduct

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