**Transparency Section Summary**

Hanesbrands is providing this Transparency Section Summary as an additional source of information addressing CHRB Transparency indicators.

A 2.2 Board Discussions

* **Answer:** Scope 1 and 2 – As explained in HBI’s response document, our Global Code of Conduct and Global Standards for Suppliers are reviewed and approved at our board level, and our audit committee oversees and is given periodic updates throughout the year on the progress of our human rights initiatives and the trend data generated from our scorecard audit process. We have spoken directly with the audit committee on issues such as stakeholder engagement, freedom of association, wages and compensation, and the performance of Hanesbrands’ owned facilities versus that of contractors. Recently, we were honored by Glasswing International for our community development and human rights work in conjunction with Glasswing and USAid. The Chairman of our Board spoke at that event on the importance of human rights to us. We firmly believe that the respect for human rights is the right way to run a business and a business imperative.

B 1.5 Training on Human Rights

* **Answer**: All employees are trained on human rights policies and procedures concerning business-relevant aspects of human rights, including during the reporting period. The CSR team routinely trains relevant supply chain management, procurement, human resources, facility management and compliance teams on our scorecard auditing process and the expectations we have for everyone along the value chain re: human rights. This training can take various forms, from simple discussions at relevant staff meetings to in-depth, multi-hour, formal training on the detail of our overall program.

B 1.6 Monitoring and Corrective Actions

* **Answer:** ALL facilities, owned and contracted, are subject to our scored human rights audits every year using labor practices and human rights criteria. All facilities are audited yearly by 3rd party auditors. The scorecard auditing process allows us to look directly into areas of weakness question by question. Our internal auditing teams work directly with each facility on corrective action findings derived from the yearly audits until completion. As items are corrected, the facility's score increases, and we are able to track those increases over time. These scores are then shared with our supply chain management teams who use them to help select facilities and make buying decisions. It is difficult to call out specific examples of our corrective action process, because we employ the same process for every factory - big or small. They all go through the same rigorous analysis. As for changes in process/practices, the score results have clearly shown us that larger factories to which we supply more business and have greater leverage score higher to considerably higher. As such, we are using this data as the impetus to move to fewer, larger facilities.

B 1.7 Engaging Business Relationships

* **Answer:** 100% of all company-owned operations and 100% of third-party suppliers are audited every year using the labor practices and human rights criteria in our scored audit tool.

B 1.8 Framework for engagement with potentially affected stakeholders

* **Answer:** As explained in the Q+A document, HBI’s framework for engaging with potentially affected stakeholders is to regularly communicate with the FLA, the Workers Rights Consortium, Maquiladora Solidarity Network, the America’s Group, global representatives of the ILO Better Works programs, and local members of NGO communities, to name a few. The company engages with these and other stakeholders constantly; as much, we believe, as any other company in the industry. Engagement with these larger, international NGO’s often leads to engagement with local stakeholders.

B 2.1 Identifying: Processes and triggers for identifying human rights risks and impacts

* **Answer:** We identify salient human rights issues on a factory by factory basis using our scorecard auditing process and address specific deficiencies at specific facilities through our corrective action work. Through our nearly constant interaction with multiple international NGOs as described earlier in detail, we also take their input to determine human rights issues that we need to focus on generally and specifically at the factory level.

B 2.2 Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)

* **Answer:** We have focused heavily during the reporting period on the issues of working hours, forced labor, wages, and freedom of association.

B 2.3 Integrating and Acting: Integrating Assessment findings internally and taking appropriate action

* **Answer:** There have been a number of occasions during the reporting period when we have required contractors to stop withholding passports and/or to repay employees for recruitment fees that employees improperly incurred as a condition of continuing our business with them.

B 2.4 Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts

* **Answer**: Hanes knows its efforts to address salient human rights issues are effective in practice because we insist that identified problems at a facility level be promptly remedied through our corrective action process, and we have watched audit scores at the vast majority of factories rise as we continue to work with them and deficiencies are remedied.

C 7 Remedying adverse impacts and incorporating lessons learned

* **Answer**: See above response to B 2.4. By way of example, when we have found freedom of association violations, we have insisted on recognition of the union and reinstatement of fired employees with backpay. We have also insisted on return of passports to employees and refunding of monies that employees have paid to recruiters when these issues have been found.

D 2.2 Aligning purchasing decisions with human rights

* **Answer**: An example of a business interest that may, at times, be in conflict with human rights is lead times. Hanesbrands has worked with retailers to improve average lead times to avoid creating bottlenecks that negatively impact hours worked. In short, we aim to put human rights issues ahead of business objectives when they are in conflict.

D 2.4 Child Labour

* **Answer**: We have very in-depth age verification processes in our owned facilities and have found no instances of child labor in them. We insist on the same processes in our 3rd party supplier factories and audit against underage labor in those factories heavily in our scorecard audit process. Underage labor has happened in supplier factories, but is it rare. The measures we have taken in our intensive auditing process have significantly helped reduce the instances of underage labor in the last 10+ years.

D 2.5 Forced Labour

* **Answer**: Forced labor is a potential risk in facilities that use a lot of migrant labor, for example in Jordan and China. These risks exist in both sewing and textile operations. As we’ve discussed, we audit heavily against the issue of forced labor in our scorecard process. In all Jordanian facilities where migrant labor is prevalent, we require facilities to sign and specific document saying they will pay all recruiting fees and not withhold passports. Our main measures to assure compliance is our aggressive scorecard auditing process.

D 2.6 Freedom of Association and Collective Bargaining

**Answer**: All sewing, textile and other apparel operations are potentially at risk for these issues. We focus heavily on freedom of association questions in our auditing process which includes in-depth, confidential employee interviews. Where we have found such violations, we have insisted on recognition of unions and required the rehiring of fired workers with backpay.

D 2.7.a Fatalities, lost days, injury rates (in own production and manufacturing operations)

* **Answer**: We have one of the best safety records in the industry and track injury statistics very closely at our owned facilities. Our recordable rate across all owned facilities in 2015 was .34. By way of comparison, the average recordable rate for apparel manufacturing is 1.5, over 4 times our low rate. Despite our low rate, our goal is to drive it down further in 2016 to .30. A large part of our scorecard auditing process involves an intensive look at a facility's safety practices and performance. Identified issues are included in a corrective action plan and followed closely until improvements are made.