

UNIFI Statement on the California Transparency Supply Chains Act

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) went into effect in California. The law is designed to increase the amount of information made available by manufacturers and retailers regarding their efforts to address the issue of slavery and human trafficking.

Unifi is committed to conducting its business in an ethical and responsible manner that supports and respects the protection of human rights. As set out in our ***Human Rights Policy***, we will work to identify and do business with suppliers and contractors who aspire to conduct their business in a similar manner. Compliance with this Policy and applicable laws is the responsibility of every employee, supplier, vendor and contractor acting on our behalf and is a condition of their employment or contract. Management in each of our businesses is responsible to educate, train, and motivate employees to understand and comply with this Policy and all applicable laws.

Unifi's efforts include:

- Asking questions about child and forced labor and human trafficking as part of the initial supplier qualification for high risk areas. Future procurement agreements issued by Unifi may require that direct suppliers accept the Unifi principles. A supplier's failure to correct any violation may result in the termination of the contractual relationship.
- Establishment of a risk assessment process to determine operations that have a high risk profile and merit inclusion in our audit process.
- Periodic training to cover Human Rights and other high risk areas for supply chain management including sourcing and supply chain leaders.