



January 10th, 2022, UPDATE

On December 23, 2021, President Biden signed the Uyghur Forced Labor Prevention Act into law. The Act will go into effect on June 21, 2022.

The Act prohibits U.S. imports of any goods, wares, articles, and merchandise mined, produced, or manufactured wholly or in part in the Xinjiang Uyghur Autonomous Region of the People's Republic of China.

We as importers are required to examining our supply chain for any forced labor risk in this regard. Furthermore, we are requesting that all suppliers, fabric mills, trim suppliers take the next two months to analyze their supply chains and make sure they do not source any products made in whole or in part from any materials or components originating in the Xinjiang region. Also, keep in mind, CBP will not suspend the issuance of WROs on goods believed to be produced by forced labor in any region, including the Xinjiang Uyghur Autonomous Region of the People's Republic of China, between now and June 21, 2022.

## **STORMTECH STATEMENT ON XINJIANG**

Stormtech Performance Apparel LTD is committed to protecting workers in its supply chains. In furtherance of this commitment, we confirm that all our products are Ethically and responsibly sourced from factories outside the Xinjiang Uyghur Autonomous Region (XUAR).

STORMTECH is deeply concerned by various reports from the media and civil society organizations that include accusations of forced labor and discrimination of ethnoreligious minorities in Xinjiang Uyghur Autonomous Region (XUAR).

On January 13, 2021, the U.S. Government issued a "Withhold Release Order" which effective immediately bans imports of cotton produced in Xinjiang, China. The US retail and apparel industries issued a joint industry reaction to the ban.

We are firmly committed to selling products that are manufactured under legal, safe, and fair working conditions in factories where employees are treated fairly. Stormtech strictly prohibit all type of forced labor in our supply chain, regardless of the country or region.

All Stormtech's suppliers are required to sign the Workplace Code of Conduct and the Supplier Guidelines that clearly states our company expectations with regards to forced labor and discrimination linked to religion or ethnicity, and all expectations related to the laws governing issues such as child labor, forced labor, wages, benefits, working hours, harassment, health and safety, factory security and environmental safety.

***Stormtech does not work with any product suppliers, fabric mills, trim suppliers located in XUAR, and we do not source products from this region.***

Furthermore, we continue screening entire Global supply chain including tier 1, 2 and tier 3 suppliers we work with in China aiming to ensure that workers are employed in accordance with our Workplace Code of Conduct and our Sustainability Commitment.

Georgeta Navodarszky  
VP Supply Chain  
Stormtech Performance Apparel Ltd.



**CERTIFICATION – Supply Chain Due Diligence in regard to Uyghur Forced Labor Prevention Act,  
Xinjiang Region and Government Sanctions**

**MANUFACTURER’S TESTAMENT OF COMPLIANCE**

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[Insert supplier name] .....certifies and acknowledges that, as of thorough review of our entire supply chain, we have determined that:

- we do not manufacture any goods, wares, articles, and merchandise mined, produced, or manufactured wholly or in part in the Xinjiang Uyghur Autonomous Region of the People’s Republic of China.
- we do not have manufacturing in or sourcing from XPCC, its subsidiaries, or any SDN listed entity with 50% ownership, or multiple SDN listed entities that jointly own 50% of any party we engage with,
- or cotton and apparel suppliers (dirt to shirt) in or from Xinjiang and Turkmenistan,
- have terminated transactions and engagements with the following suppliers (provide entity name, address, and list of POs produced in factory): \_\_\_\_\_.

I confirm that I am an authorized corporate representative of the company, I have read, acknowledge, accept, and agree to comply with the requirements of this Policy and any amendments enforced by the Company.

I hereby certify and agree that our company will comply with the contents of “The Anti-Slavery and Human Trafficking Policy” including all relevant international and local laws and we source responsibly from factories outside the Xinjiang region.

We shall provide full access to our factory and pertinent records to Stormtech, its agents, and/or third-party audit companies nominated by Stormtech upon request to verify conformance.

Agreed and acknowledged by:

Name:  
Position/Title  
Signature:

January 10, 2022