

HYBRID

A P P A R E L

California Transparency in Supply Chains Act

As of January 1, 2012 many companies manufacturing and selling products in California are now required to disclose their efforts with respect to the prevention of slavery and human trafficking which take many forms, including child and forced labor.

At Hybrid Apparel, conducting business with high ethical standards is fundamental. We take respect for human rights and compliance with labor laws very seriously. We select business partners who share our commitment to ethical practices and agree to our standards of business conduct.

Our Supplier Code of Conduct sets forth Hybrid Apparel's expectations of suppliers, vendors, contractors and others with whom Hybrid Apparel conducts business with respect to sound and responsible ethical, social and environmental practices. Hybrid Apparel recognizes that there are different legal and cultural environments in which suppliers operate throughout the world. Regardless, this Code sets forth the minimum requirements that suppliers must meet to do business with Hybrid Apparel. In order to comply with these requirements, suppliers should communicate the principles of this Code throughout their supply chain.

Hybrid Apparel requires suppliers to confirm in writing that they conform to these standards and reserves the right to conduct on site audits to verify the supplier's compliance with our Supplier Code of Conduct. On site audits are conducted by our internal team or by a third party company. We also conduct regular compliance training with our management teams.