



## **California Transparency in Supply Chain Act**

The California Transparency in Supply Chain Act requires companies doing business in the State of California to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.

The purpose of the law is: to provide consumers with information regarding their efforts to eradicate slavery and human trafficking from their supply chains, to educate consumers on how to purchase goods produced by companies that are responsibly managing their supply chains, and thereby, to improve the lives of victims of slavery and human trafficking.

Boot Barn sells goods through retail channels of merchandise either manufactured based on the company's order by non-related contract manufacturers bearing the company's owned or licensed brands or from unrelated wholesale distributors, bearing their brands. Boot Barn requires its vendors to adhere to the applicable laws of the United States and to the laws of appropriate jurisdiction of the manufacturing location, including the use of slave or forced labor.

Boot Barn has the right to audit for factory compliance with its own employees or through a third-party. Independent third-party audits are conducted on an annual basis in Partner factories manufacturing Boot Barn's proprietary/private-brand merchandise to ensure compliance with our Vendor Code of Conduct.

Boot Barn has zero tolerance for any attempt to violate our policies on human trafficking, forced labor, or slavery. Any violation in these areas will result in a termination of business with the vendor.

Through Boot Barn's Vendor Manual, vendors and their factories certify that they adhere to all terms of the agreement including language related to the California Transparency in Supply Chain Act. Also, our Vendor Code of Conduct which is part of the Vendor Manual reiterates the Zero Tolerance policy we have set forth.

Boot Barn conducts training with employees and management, who have responsibility in the supply chain, on the importance of mitigating risk in regards to human trafficking and slavery.

Because the majority of Boot Barn's business are sales through unrelated vendor's/brand's trademarks, we generally rely upon these vendors' representations and warranties about labor standards and other matters in the applicable contracts of purchase, not verifying them directly.