

BOOT BARN®

Our Commitment

Boot Barn is committed to partnering with manufacturers and brands that run their business and treat their employees under fair, responsible and ethical standards. We expect all our business partners to share in our concern for human rights and require them to not tolerate illegal, unethical, abusive, immoral behavior or to allow poor, inappropriate working conditions.

Here is the Commitment we expect from all our Partners.

- **Vendor Code of Conduct:** Boot Barn has a specific list of standards we expect all suppliers to adhere to. These standards are in line with common, expected industry practices and international laws. All agents and factories are expected to comply with these standards in order to continue doing business with Boot Barn.
- **Fairness and Freedom:** Boot Barn is committed to ensuring fair labor practices are followed with all of our partners. Workers will be employed in conditions that are safe, free of harassment, abuse and without discrimination. We will not tolerate child labor or forced labor of any kind.

In line with the **California Transparency in Supply Chain Act**, we are committed to our social obligation to eradicate any threat of slavery and human trafficking in our supply chain and demand the same from all of our Partners.

- **Non-Compliance:** Boot Barn expects its Partner suppliers to continually adhere to the spirit of what we set forth to accomplish in all areas of social compliance. We expect them to do what is right when it comes to their treatment of employees in all cases. We want to work with our partners to ensure continued improvement through an open and transparent relationship. We partner with them through any found non-compliance issues with advice and actions to remedy the situation. However, if consistent, major violations continually occur or if there is a lack of cooperation in trying to improve non-compliant situations, Boot Barn may terminate the relationship for an appropriate length of time, if not permanently.
- **Factory Audits:** Boot Barn contracts a third-party factory monitoring firm to conduct annual audits of partner factories that directly supply merchandise to Boot Barn. Boot Barn may accept appropriate recent audits performed for other “like” companies doing business with a particular factory, if permission is granted to do so. We also accept certification from international organizations such as WRAP and SA8000.