

VENDOR & SUPPLIER  
**CODE OF CONDUCT**

## **A Statement From Our Chairman & CEO**

At Macy's, Inc. we operate with integrity and are committed to creating a more sustainable future. This includes protecting human rights and ensuring the safe and ethical treatment of workers throughout our supply chain. This Vendor and Supplier Code outlines the minimum standards to ensure that our merchandise is produced in workplaces that are free of abusive, exploitative, or unsafe working conditions. We require both national brand partners and the suppliers of our private brands to adhere to our Code. We will only do business with those manufacturers and suppliers that share our commitment to human rights and abide by our Code.

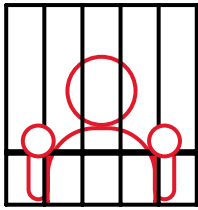
By sharing our company's values and expectations throughout the supply chain, we can have a greater impact on our customers, our workers and our communities. We are grateful for our suppliers' contributions to Macy's, Inc. and appreciate their partnership.

A handwritten signature in black ink, appearing to read 'J. Gennette', with a long horizontal flourish extending to the right.

**Jeff Gennette**

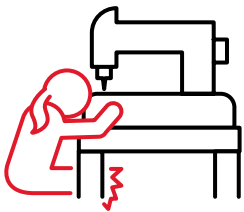
Macy's, Inc. Chairman & Chief Executive Officer





## 1. Forced Labor, Slavery, and Human Trafficking

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor, slave labor, or other forms of forced labor. All forms of forced labor, slavery, and human trafficking are prohibited throughout the supply chain. [ILO Convention Nos. 29 and 105]



## 2. Child Labor

No person shall be employed under the age of 15 (or 14 where the governing law allows) or younger than the age for completing compulsory education, whichever is higher. Persons under the age of 18 shall not be employed in work that is hazardous or likely to jeopardize their health, safety, or morals. Suppliers must comply with all age-related working restrictions as set by local law and adhere to international standards as defined by the ILO regarding age-appropriate work. [ILO Convention No. 138]



## 3. Harassment or Abuse

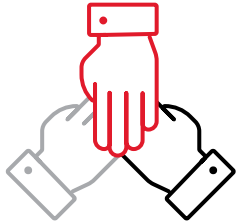
Every worker shall be treated with respect and dignity. No worker shall be subject to any physical, sexual, psychological, or verbal harassment or abuse.



## 4. Health and Safety

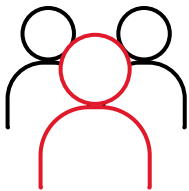
Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring during work, or because of the operation

of Employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment. Where residential housing is provided for workers, Employers will provide safe and healthy housing.



## 5. Nondiscrimination

No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of race, color, sex, pregnancy, religion, political opinion, national extraction or social origin, ethnic origin, age, disability, or sexual orientation. [ILO Conventions Nos. 100 and 111]



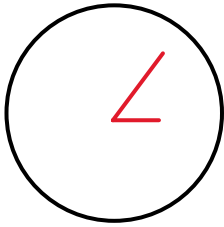
## 6. Freedom of Association, Right to Organize, and Collective Bargaining

Employers shall recognize and respect the right of workers to freedom of association, organization, and collective bargaining. Employers shall not discipline or discriminate against workers who peacefully and lawfully associate, organize, or collectively bargain. [ILO Convention Nos. 87, 98, and 135]



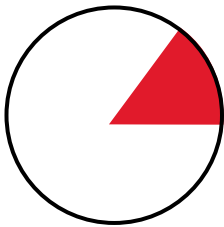
## 7. Wages and Benefits

Employers should recognize that wages are essential to meeting their workers' basic needs. Employers shall pay workers for all work completed and shall pay at least the minimum wage required by law, the prevailing industry wage, or the wage negotiated in a collective agreement, whichever is higher. Employers shall provide any benefits required by law or contract.



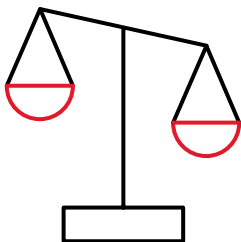
## 8. Work Hours

Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. For Macy's private label brands, Employers shall not ask or require workers to take work home or off premises unless prior consent is obtained from Macy's. [ILO Conventions No. 1 and 30]



## 9. Overtime

In addition to compensation for regular hours of work, workers must be compensated for overtime hours at such a premium rate as legally required or, in countries where there is no legal standard, at industry standards. In no event shall this be at a rate less than the regular hourly rate. Employers shall carry out operations in ways that limit overtime to a level that ensures productive and humane working conditions.



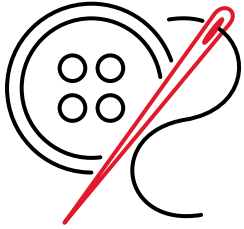
## 10. Compliance with Laws

All Standards set forth in this Code are subject to compliance with applicable local law. All suppliers shall operate in full compliance with the laws of their respective country of manufacture. If any standard set forth in this Code is, in the supplier's judgment, deemed to violate an applicable local law, it must advise Macy's promptly in writing.



## 11. Environment

Macy's is committed to protecting the environment. Employers shall develop and maintain environmentally responsible business practices and are responsible for compliance with environmental laws, including operating with relevant environmental permits and licenses, in the country of operation.



## 12. Subcontractors

Any subcontractor retained by a Macy's supplier shall comply with this Code, and each of Macy's suppliers is responsible for ensuring its subcontractor's compliance. For Macy's private label brands, all subcontractors must be disclosed to Macy's prior to production, and all subcontractors and facilities must be pre-approved by Macy's.

Verification Standards and Methods for Macy's Private Brands are in the Policies Section located [here](#).

macy's inc

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