

Unifi Policy on Human Rights

Unifi, Inc. and its subsidiaries (herein collectively referred to as “Unifi”) are committed to the protection and advancement of human rights wherever we operate. The ***Unifi Human Rights Policy*** is based upon our core values of Safety and Health, Environmental Stewardship, Ethical Behavior, and Respect for People. This Policy operates in conjunction with and is supportive of our Ethical Business Conduct Policy Statement, our Environmental, Health and Safety Policy and our corporate compliance programs.

We commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We acknowledge the rights of freedom of speech and freedom of association, including the right to collective bargaining, provided in the National Labor Relations Act of 1935. We will work to identify and do business with partners who aspire to conduct their business in a similar manner.

Compliance with this Policy and applicable laws is the responsibility of every employee, supplier, vendor and contractor acting on our behalf and is a condition of their employment or contract. Management in each business is responsible to educate, train, and motivate employees to understand and comply with this Policy and all applicable laws.

Child and Forced Labor and Human Trafficking

Unifi will not tolerate the use of child or forced labor, slavery or human trafficking in any of its global operations and facilities. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. We expect all suppliers, vendors and contractors with whom we do business to uphold the same standards. Should a pattern of violation of the principles set forth in this Policy become known to Unifi and not be corrected, we shall discontinue the business relationship.

For purposes of this Policy, we are using the United Nations definition of a “child” as anyone who is less than 16 years of age.

Compensation

Unifi will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard.

Working Hours

Unifi will comply with applicable local, state, national laws and industry practices with respect to working hours.

Harassment and Violence

Unifi is committed to a working environment that is free of harassment. Harassment of any type will not be tolerated.

Discrimination

Unifi does not discriminate against any employee or applicant because of age (within statutory limits), race, religion, color, sex, disability, national origin, ancestry, marital status, sexual orientation, gender identity/expression, or veteran status with respect to hiring, promotion, demotion, transfer, recruitment, termination, rates of pay, or other forms of compensation and selection for training.

Safety

We believe that all injuries and occupational illnesses, as well as safety and environmental incidents are preventable, and our goal for all of them is zero. We will promote off-the-job safety for our employees.

Corruption and Bribery

Unifi does not seek to gain any competitive advantage through the improper use of business courtesies and other inducements. Good judgment and moderation must be exercised to avoid misinterpretation and adverse effect upon the reputation of the Company or its employees. Offering, giving, soliciting, or receiving any form of bribe is prohibited.

Use of Security Forces

Security forces are an important part of protecting people, property, and information from theft and violence. In performing security duties, personnel shall not use physical force protective measures except when all practical security and safety measures have been exhausted and the threat of physical harm is imminent to either one's self or another person.