

Turkmenistan Cotton Pledge Agreement

Pledge Against Forced Labor in the Turkmen Cotton Sector

We, the undersigned companies are working to ensure that forced labor does not find its way into our products. We are aware of reports documenting the systemic use of forced labor in Turkmenistan's cotton production. We are collaborating with a multi-stakeholder coalition to raise awareness of this very serious concern, and press for its elimination.

As a signatory to this pledge, we are stating our firm opposition to the use of forced labor in Turkmenistan's cotton production. We commit to not knowingly source Turkmen cotton for the manufacturing of any of our products until the Government of Turkmenistan ends the practice of forced labor in its cotton sector. Until the elimination of this practice is independently verified by the International Labour Organization, as well as determined by the Cotton Campaign, we will maintain this pledge.

By signing this pledge, the undersigned company and its brands (if applicable):

VARNER and brands.

BIKBOK, DRESSMANN, CUBUS, CARLINGS, DAYCURETHIS, URBAN, VOLT, WOW

Agree/s that:

The content of the above pledge has been reviewed and approved by the company's senior management as well as the CSR and Communications departments (where applicable and necessary).

To acknowledge your agreement to the above, please sign:

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| <u>Annabelle Lefkew-Henniker</u> | <u>Sustainability Manager</u> | <u>31/08-2018</u> |
| Name | Title | Date |