



Company Pledge Agreement

Against Forced Child and Adult Labor in Uzbek Cotton

We, the undersigned companies are working to ensure that forced child and adult labor does not find its way into our products. We are aware of reports documenting the systemic use of forced child and adult labor in the harvest of cotton in Uzbekistan. 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 child and adult labor in the harvest of Uzbek cotton. We commit to not knowingly source Uzbek cotton for the manufacturing of any of our products until the Government of Uzbekistan ends the practice of forced child and adult labor in its cotton sector. Until the elimination of this practice is independently verified by the International Labor Organization, we will maintain this pledge.

By signing this pledge, the undersigned company (please provide the desired spelling of your company name as you would like it referenced in the list of signatories)

VARNER

And its brands (please list all brand names you would like to have listed)

BIK BOK ; CARLING'S ; CUBUS ; DAYS LIKE THIS ; DRESSMANN ; VOLT ; URBAN ; 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:

Annabelle Lefebvre-Henriksen

Name: Annabelle Lefebvre-Henriksen Date 24/8-2018
Title: Sustainability Manager, Varner

Please provide contact information for project point person:

Name (if different from above): Elisabeth von Krogh
Title: CSR Specialist
Email: elisabeth.vonkrogh@varner.com
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Please fill out completely and return to:
info@sourcingnetwork.org