KOHL'S

Private & Exclusive Brands

Soft Home / Product Inspection Procedure

Bedding, Bath, Kitchen, Home Goods, Soft Pet Products

for Domestic Import and Factory Direct Vendors / Suppliers

February 2026

QUALITY ASSURANCE & PRODUCT INTEGRITY @KOHL'S

Table of Contents

	Page
Introduction and Responsibilities	3
Domestically Filled Products	5
3rd Party Inspection Policy	6
AQL Standard	7
Defect Classification	7
Packing / Shipping & Packaging	7
Workmanship	8
Function / Safety Check	8
Measurement	8
Points of Measurement	10
Booking 3rd Party Final Inspections	12
Inspection Results	13
Appendix	14
Policies	15
Pre-Production Meeting	16
Best Practices	17
Revisions	19

INTRODUCTION
• Kohl's Private & Exclusive Brand 3rd Party product/production inspection program should not be considered a replacement for QA/QC inspections performed by Kohl's Vendor, Overseas Vendor Agent or Factory QA/QC teams.
• 3rd party inspections are intended to supplement those inspections and validate that final production meets Kohl's quality expectations, requirements and specifications before shipping and to build quality performance data for Kohl's Quality & Fit KPI scorecard
• Kohl's is committed to providing our customers with quality product, placing strong emphasis on assuring the consistency of product quality and believes this initiative benefits not only Kohl's, but also our Vendor / Vendor Agent and Factory Partners.
• Kohl's reserves the right to add additional 3rd party product inspections as they deem necessary (e.g., failed inspection, previous quality concerns/issues, test, ecom, key styles, etc.) • Kohl's reserves the right to request to pull sealed samples directly from cartons ready to ship and be sent off to Kohl's approved 3rd party testing facility for additional testing as they deem necessary (ie: Low performer in Store Audit Process, Quality Concern, Failed testing, etc). This process can be found on K-Link under the Sealed Sample Inspection Process under Quality Assurance
• Internal Pre-Production Meetings and inspections should always be conducted. Kohl's reserves the right to request these inspection reports for any given Kohl's product.
No Vendor or Factory is exempt from 3rd party Inspections per Kohl's Purchase Order Terms and Conditions*
Payment of Service
• Timely payment to 3rd party inspection company is the responsibility of the Vendor / Supplier
• Method of payment varies by company

RESPONSIBILITIES
Kohl's Quality Assurance Team
• Provides policy regarding what requires 3rd party final random inspection and frequency • Receives and reviews a copy of all 3rd Party QA inspection reports from the 3rd Party Inspection Co either via email or Inspectorio (whichever is applicable) • Reviews and provides direction regarding all 'REJECT' ('Fail') inspection results within 24 hrs of inspection report receipt • Advises if defect samples are to be sent to Kohl's for review (# of samples and where and to who they should be sent to) • Answers all queries/questions related to 3rd Party QA product/production inspections conducted for Kohl's
Kohl's Production Teams
• Directs any queries/questions related to 3rd Party QA product/production inspections (results, waivers, etc.) to Quality.Assurance@kohls.com
Domestic Import and Factory Direct / Vendor, Overseas Vendor Agents, Factories
• Read and abide by Kohl's quality and business practice requirements as stated on **K-Link (https://link.kohls.com) > Resources > Private and Exclusive Brands > Quality Assurance** • Fully cooperate with 3rd Party Inspection Co in scheduling, accessibility of all product/shipment/purchase order information, materials, test reports and approvals needed to conduct the inspection • Will not ship product/shipment/purchase order from a QA inspection without an 'ACCEPT' or 'OVERRIDE' Inspection Result • Direct any queries/questions related to 3rd Party QA product/production inspections (results, waivers, etc.), 'REJECT' ('Fail') inspection results to Quality.Assurance@kohls.com • Send sealed defect samples to Kohl's if requested • **Vendor/factory needs to inspect following Kohl's AQL standard, inspection levels and sampling and defect classification for all internal inspections completed on Kohl's production**
• **Product Inspection Package** - It is the responsibility of the Vendor to ensure the Factory has and provides the Inspector with the **Product Inspection Package** as specified & contracted by Kohl's

• The **Product Inspection Package** should include all documentation shown below along with any other relevant approvals from Kohl's:
-PO/Packing List / Packing Instructions
-Pre-Production Meeting report, Production Plan
-Technical Specification / Kohl's Current How to Measure Guide (if applicable)
-Approved Sample / Bill of Materials / Approved & Actual Trims, Materials, Labels & Packaging
-Valid Passing/Accepted Material (if applicable) & Full Product Test Reports & GCC (General Conformity Certificate)
-Sustainable content - valid certificate should be documented in the test report, product should be labeled and tagged/packaged accurately

3rd Party Inspection Companies

• Conduct FRI (Final Random Inspection) when goods are 100% produced and at least 80% packed for shipping
• **Manual process** - Kohl's Final Random Inspection (FRI) Template (manual) to be used and are posted on **K-Link (https://link.kohls.com) > Resources > Private and Exclusive Brands > Quality Assurance**
• **Inspectorio process** - Kohl's Soft Home Inspectorio inspection workflows (First FRI, Re-FRI) are to be followed
• Reference inspection package documents (Kohl's or Supplier approved), Kohl's minimum construction standards, defect classification lists and how to measure guide for all Kohl's inspections
• Take and include clear images / photos where required - product, documents / approvals, defects, cartons, etc.
• Conduct and report accurate and timely results of inspections performed
• If inspection results are 'REJECT' ('Fail'), take photos / images of samples with defects before sealing samples

Resources to Reference for Inspections

• Reference Kohl's **How to Measure Guide** for the correct method of measure, following the point of measure (POM) code indicated. This guide is available at https://link.kohls.com >Resources> Private and Exclusive brands> Global Technical Design> Home > How To Measure Guide
• Reference Kohl's **Minimum Construction Standards** by product category. These standards are available at https://link.kohls.com >Resources> Private and Exclusive brands> Global Technical Design> Home > Minimum construction standards
• Reference Kohl's **Product Safety Standards** which are available at https://link.kohls.com >Resources> Private and Exclusive brands> Performance testing> Soft Home - Home Textiles
• Reference Kohl's **Shipping and Packaging Requirements** which are available at https://link.kohls.com >Resources> Logistics> Shipment Preparation and Packaging> Shipping and Packaging requirements

Testing and Inspection Policy for Domestically Filled Products
TESTING
• Bulk Fabric / Shell Testing:
All bulk fabric or shell materials must be tested by an approved third-party laboratory *prior* to shipment to the U. S. All labeling should be submitted and approved prior to shipping.
• Final Product (Post-Fill) Testing:
Once the product is filled in the U.S., it must undergo final testing through a third-party lab to ensure compliance with quality and safety standards.
INSPECTION
• Final Random Inspection:
A final random inspection must be conducted in the U.S. after production is complete. This inspection will be carried out by a third-party inspector via the *Inspectorio* platform.
• Inspection Format:
Inspections may be conducted either in **person** or **virtually**, depending on operational needs and availability.

3rd Party Final Product Inspection Policy			
Requirement	A Passing or Accepted final random inspection (FRI) completed by an approved 3rd party inspection service using Inspectorio for all Kohl's Private & Exclusive (Proprietary) brand base styles + fit + customer size range by X-Factory Dates (XF)		
Focus	Final Random Inspection (First FRI), to validate outgoing product quality of shipments that are 100% produced and at least 80% packed		
Conducted	Inspections should be completed by the style / item, order type (direct import - Kohl's, domestic - Vendor) and packing method presented for inspection		
Inspection Booking	PO Selection | Vendor/Supplier is responsible for selecting or creating PO(s) for Inspections All inspections (3P & VSI) should be booked using Inspectorio Styles/PO Grouping | Multiple PO's CAN BE inspected together that are the same: Brand Style + Size Range in multiple colors/washes, prints & fabrications that have the same X-Factory Dates		
Inspection Cadence Policy			
Production Type	**New / Ecomm Exclusive**	**Replenishment**	**All Additional Shipments**
XF & Timing	**1st OR Largest XF PO(s) Every 6 Months**	**1st or Largest PO(s) Every 3 Months**	**All additional PO's should be VSI inspected using Inspectorio if available; otherwise, inspections must be provided within 24 hours of request.**
Test Orders	The initial test order must be inspected by a 3rd party inspection company (ITS or SGS) if the product rolls out to a Bulk/Store order the largest PO/Shipment is required to be inspected		
Addtional Shipments not inspected by a 3rd Party	Additional shipments / production runs not required for 3rd party final inspection are to be inspected internally following Kohl's AQL (2.5 Major / Minor Combined) standard, inspection levels and sampling and defect classification		
New Vendor and/or Factory	Mandatory TOP (Top of Production) inspections must be conducted for all new vendors and factories. • **New Vendors/Factories:** TOP inspection via **3P** on first production run of each style for the **first 3 months.** • **New Factory already producing for Kohl's: VSI TOP** inspections on the first production run of each style for the **first 3 months.** • The TOP inspection must be performed during the initial production run using the main colorway. • All inspections must be documented in Inspectorio. If Inspectorio onboarding is still in progress, documentation may be completed manually Sample Size: Based on AQL 2.5 (approximately 1-2% of output per style) Inspection should be completed using Inspectorio > Workflow > 3P TOP SOFT HOME or VSI TOP SOFT HOME Inspection Criteria Product Label Check Workmanship Measurement Functionality / Safety Check Product Conformity Any questions contact the Quality.Assurance@Kohls.com		

AQL Standard

• AQL is defined as the highest process average (mean) in percentage or ratio of product defects considered acceptable/allowed

• Kohl's AQL standard for Workmanship and Measurement is 2.5

• AQL standard along with General Inspection Level and Lot Size (presented quantity) determines the range of the number of product defects considered acceptable/allowed when inspecting a random statistical sampling

Defect Classification

• Kohl's Defect Classification Lists are posted on K-Link (https://link.kohls.com) > Resources > Private and Exclusive Brands > Quality Assurance
• Kohl's DCLs are to be used for evaluating and classifying defects for all inspections for Kohl's production

Critical	Defects that may result in hazardous or unsafe conditions for individuals using the product and/or do not comply with mandatory regulations.
Major	Functional defects that may reduce the use, fit or comfort of the product OR obvious visual defects that would affect salability.
Minor	Defects that would not reduce the use, fit or comfort of the product, but may influence salability.
Note:	The DCL is a general guideline and is subject to definition of what Kohl's considers a defect and/or defective

Inspection Sampling Plan & Defect Allowance

Packing & Packaging

• A general **Packing & Packaging overview** and compliance and condition **check** is required.
• **Document** the number of cartons, carton number and actual cartons that are pulled to meet the workmanship inspection sampling plan
• **3 cartons** per style / item, PO type (store/B&M, ecom) and pack type (solid, assortment) **pulled for workmanship inspection** should be reviewed

Packing Check:

• **Carton** - Confirm carton is in good condition (ie: not damaged, wet, crushed, torn, odor, etc)

• **Packing** - Confirm items are packed according to PO / Packing list / Instructions

• **Anti-Mold / Anti Moisture** - Document all anti-mold/anti-moisture products placed or used in the carton

• **Fold / Hanger** - Confirm items are packed according to PO / Packing list / Instructions

• **Polybags** *(where applicable)* - Confirm polybag is sealed according to packing instructions, in good condition and includes proper warnings

• **Product Ticketing / Tags** - Confirm all products include proper ticketing and hangtags and complete a barcode scan to verify accuracy

• **Mixed Shade Lots packed together** - Confirm Kohl's approval for mixed shade lots packed together in a carton and shade lots within cartons are within tolerance of physical approval sample provided.

Workmanship

If the same selling unit has multiple workmanship defects, all should be documented but:
•1 or more defects within a sample counts as 1 defective sample/unit, noting the most serious defect 1st

• The inspection plan for **WORKMANSHIP** is based on
• ANSI/ASQC Z1.4 (MIL-STD-105E) Normal Single Sampling Plan
• General Inspection Level II
• AQL 2.5 Major & Minor Combined (Major = 1 pt., Minor = .5 pt)
• Lot Size (shipment quantity)

Visual / Workmanship / Construction Check:

ASSEMBLY / CONSTRUCTION	FINISHING	PRINTING
COLOR	FINISHING - DRY PROCESS	PRODUCT LABELING
EMBROIDERY	FINISHING - WASHING	SAFETY
FABRIC / MATERIAL	STITCHING	SEAMS
STAINING	TRIMS	

LOT SIZE	SAMPLE (Pull) SIZE	Accept / Reject on AQL 2.5
91 – 150	20	**1.5 / 2**
151 – 280	32	**2.5 / 3**
281 – 500	50	**3.5 / 4**
501 – 1,200	80	**5.5 / 6**
1,201 – 3,200	125	**7.5 / 8**
3,201 – 10,000	200	**10.5 / 11**
10,001 – 35,000	315	**14.5 / 15**
35,001 – 150,000	500	**21.5 / 22**
150,001 – 500,000	500	**21.5 / 22**
500,001 – over	500	**21.5 / 22**

Function / Safety Check

Function / Safety Check:

• 3 random samples should be checked for function and safety
• Functionality check of trims including zippers, elastic, snaps, etc.
• Functionality check of electrical/LED component

• Includes 3 complete cycles to validate function

Measurement

• Reference Kohl's **How to Measure Guide** for the correct method of measure, following the point of measure (POM) code indicated. This guide is available at link.kohls.com >private & exclusive brands>global technical design>Home>how to measure guide>Home Textiles

• Only critical and primary points of measure, as indicated on the POM page, are evaluated during FRI measurement audits
• Measure according to what is claimed on the packaging (where applicable)

If the same selling unit has multiple out of tolerance points of measure, all should be documented but:
•1 or more out of tolerance measurements within a sample counts as 1 defective sample/unit

• The inspection plan for **MEASUREMENT** is based on
• Custom Sampling (custom inspection level S3/S4)
• AQL 2.5 Major only
• All out of tolerance POMs count as major

LOT SIZE	SAMPLE (Pull) SIZE	Accept / Reject on AQL 2.5
91 – 150	13	**1 / 2**
151 – 280	13	**1 / 2**
281 – 500	20	**1 / 2**
501 – 1,200	20	**1 / 2**
1,201 – 3,200	32	**2 / 3**
3,201 – 10,000	32	**2 / 3**
10,001 – 35,000	32	**2 / 3**
35,001 – 150,000	50	**3 / 4**
150,001 – 500,000	80	**5 / 6**
500,001 – over	80	**5 / 6**

Measurement Audit / Points of Measurement (POMs)			
Only primary and critical points of measure should be measured			
POMs below should be used as a guide to Kohl's primary POMs and are classified by Product Type			
Follow primary and critical points of measure rule for other product types not referenced below			
Some POMs are for Placement only and needed for accurate measuring			
Contact quality.assurance@kohls.com with questions regarding what POMs should be measured			
Product Type	**POM Code**	**POM Description**	**Comment**
Bedding			
Sheet - Fitted	H601-02A	LENGTH	
Sheet - Fitted	H601-02A	WIDTH	
Sheet - Fitted	H601-02C	POCKET DEPTH	
Sheet - Flat	H601-04A	LENGTH	
Sheet - Flat	H601-04B	WIDTH	
Sheet - Flat	H601-04C	CUFF WIDTH	
Pillow Case	H601-06A	LENGTH	
Pillow Case	H601-06B	WIDTH	
Pillow Case	H601-06C	CUFF WIDTH	
Pillow Case	H601-06D	BACK ENVELOPE	
Comforter / Blanket / Quilt / Coverlet / Bedspread / Throw	H602-02A	LENGTH	
Comforter / Blanket / Quilt / Coverlet / Bedspread / Throw	H602-02B	WIDTH	
Comforter Cover (Duvet)	H602-04A	LENGTH	
Comforter Cover (Duvet)	H602-04B	WIDTH	
Comforter Cover (Duvet)	H602-04C	OPENING PLACEMENT	
Pillow Covers / Knife edge / Flange / Piping	H602-06A	POCKET LENGTH	
Pillow Covers / Knife edge / Flange / Piping	H602-06B	POCKET WIDTH	
Pillow Cover - Bond/TS Flange	H602-08A	POCKET LENGTH	
Pillow Cover - Bond/TS Flange	H602-08B	POCKET WIDTH	
Bedskirt	H602-10A	PLATFORM LENGTH	
Bedskirt	H602-10B	PLATFORM WIDTH	
Bedskirt	H602-10C	SKIRT DROP	
Mattress Pad	H603-02A	PLATFORM LENGTH	
Mattress Pad	H603-02B	PLATFORM WIDTH	
Mattress Pad	H603-02C	POCKET DEPTH	
Mattress Topper	H603-04A	PLATFORM LENGTH	
Mattress Topper	H603-04B	PLATFORM WIDTH	
Utility Pillow	H604-02A	LENGTH	
Utility Pillow	H604-02B	WIDTH	
Dec Pillow / Pillow Form	H604-04A	LENGTH	
Dec Pillow / Pillow Form	H604-04B	WIDTH	
Pillow Neckroll	H604-06A	LENGTH	
Dec Pillow / Pillow Neckroll	H604-06B	DIAMETER	
Bath and Beach			
Towel	H701-02A	LENGTH	
Towel	H701-02B	WIDTH	
Towel	H701-02C	DOBBY PLACEMENT	
Towel	H701-02D	DOBBY HEIGHT	
Bath Wrap	H702-01A	LENGTH	
Bath Wrap	H702-01B	BOTTOM WIDTH	
Bath Wrap/Hooded Towels	H702-04A	LENGTH	
Bath Wrap/Hooded Towels	H702-04B	WIDTH	
Bath Wrap/Hooded Towels	H702-04C	HOOD WIDTH	**Critical for Children**
Bath Wrap/Hooded Towels	H702-04D	BACK HOOD HEIGHT	**Critical for Children**
Bath Wrap/Hooded Towels	H702-04E	FRONT HOOD HEIGHT	**Critical for Children**
Hair Wrap	H702-06B	LENGTH AT BOTTOM EDGE	
Hair Wrap	H702-06C	WIDTH AT 3.5" FROM SEAM - TOP SEAM TO BOTTOM EDGE	
Hair Wrap	H702-06F	ELASTIC LOOP PLACEMENT	
Shower Curtain & Liner	H703-02A	LENGTH	
Shower Curtain & Liner	H703-02B	WIDTH	
Shower Curtain & Liner	H703-02C	HEADER WIDTH	
Rugs			
Rugs	H901-02A	LENGTH	
Rugs	H901-02B	WIDTH	
Rugs (Circle)	H901-04A	DIAMETER	
Rugs (Contour Bath Rug)	H901-06A	CONTOUR OPENING WIDTH	

Rugs (Contour Bath Rug)	H901-06B	CONTOUR OPENING DEPTH	
Rugs (Lid Cover)	H901-08A	LID COVER LENGTH	
Rugs (Lid Cover)	H901-08B	LID COVER WIDTH	
Rugs (Lid Cover)	H901-08C	LID COVER BACK OPENING	

Booking 3rd Party Final Inspections

There are 2 methods of conducting 3rd party final inspections.
• Inspectorio should be the main platform used, Manual inspections would be a back-up to Inspectorio - should discuss with Kohl's QA/PI to complete Manual Inspection

• For both methods, Kohl's IRF (inspection request form) is to be filled out and submitted to the 3rd Party Service Provider at least **2 weeks or 10 business days** prior to the proposed inspection date.

Kohl's IRF via Email

• Following directions on the form, vendor/factory fills out the Kohl's IRF (inspection request form) and sends to 3rd party inspection office, copy / cc: quality.assurance@kohls.com

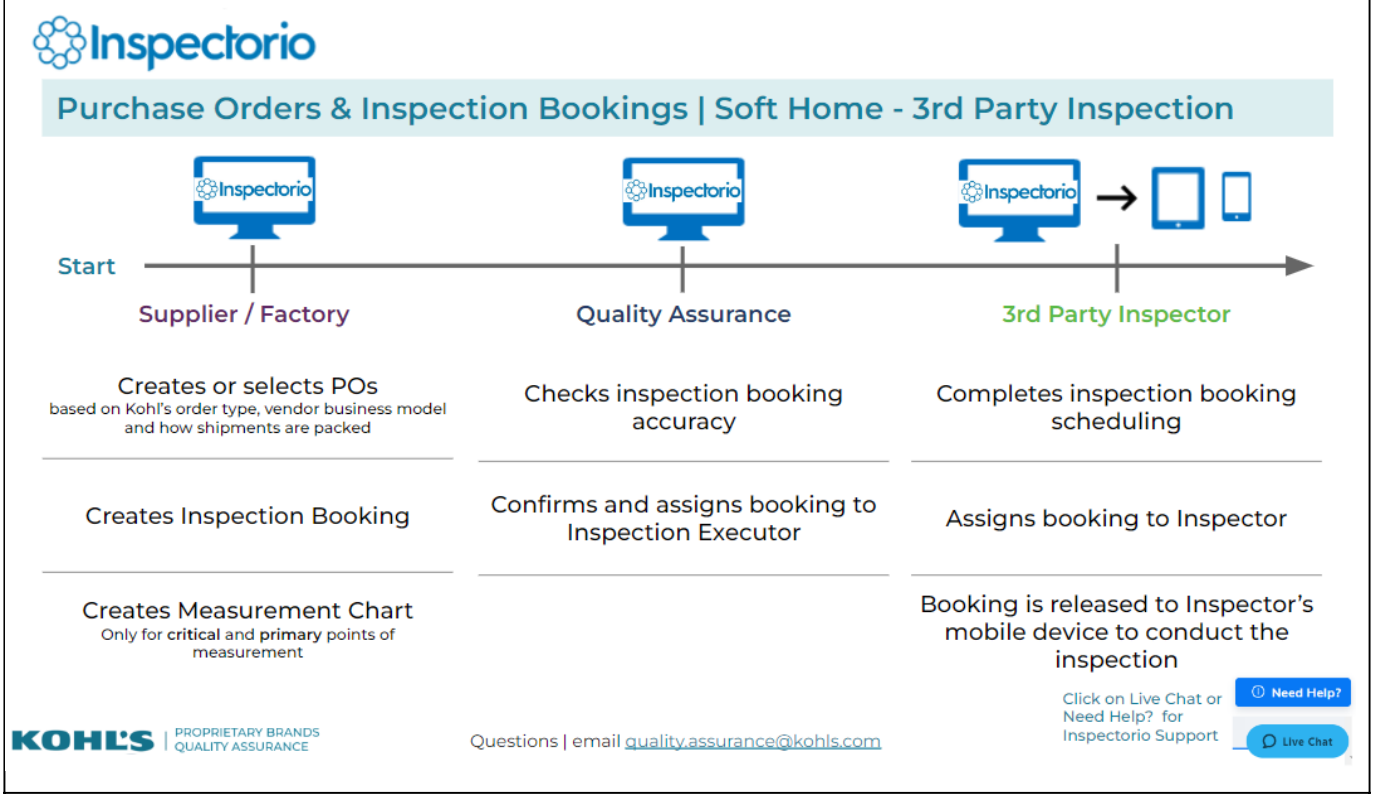
• An Inspectorio indicator is included on the Kohl's IRF to identify if First FRI inspection is to be conducted using Inspectorio mobile app and to provide the 4 digit Inspectorio booking # / ID. Best practice is to create the Inspectorio booking prior to filling out the IRF

• Kohl's IRF and 3rd Party Contact List can be found on K-Link (http://link.kohls.com): *Resources > Private & Exclusive Brands > Quality Assurance*

• Any revisions to the inspection (date, shipment quantity, styles, etc.) or cancellations must be communicated directly to the Inspection service >24 hours prior to the inspection date

Kohl's Inspectorio Booking via Inspectorio

• Vendor is to follow the Visual Process Guide posted on K-Link



Inspection Results

*Vendor/Factory is required to have an inspection report of **ACCEPT (Pass)** or **OVERRIDE** status **in order to ship.***			**PASS (Accept)**	**ACCEPT AS IS (Override)**	**FAIL (Reject)**
FIRST FRI	First Final Random Inspection		**Ship** on **PASS** **Manual:** 3rd Party Inspection Co sends report via email to supplier & quality.assurance@kohls.com --- **Inspectorio:** Reports will be marked as **PASS** on the platform No further Action. Goods are **Approved** to ship	**Report results are FAIL** **Manual:** Proof of documentation has to be provided to Kohls QA/PI team for review and consideration. Factory may **SHIP AS IS** (Override) after Kohl's QA/PI team confirmation. --- **Inspectorio:** **CAPA** to be completed by Vendor or Factory **CAPA** to be entered in Inspectorio platform **(in English) by Vendor / Factory** Kohl's enters Comments in **CAPA GENERAL CHATBOX** **Kohl's** marks **CAPA as Approve** Factory may **SHIP** AS IS (Override) after **Kohl's QA/PI team confirmation.**	**Report results are FAIL** **Manual:** Factory needs to do internal sort, inspection, and rework Vendor/Factory is to schedule a 3rd Party Re-FRI --- **Inspectorio:** **CAPA** is to be completed (in English) by Vendor / Factory **Kohl's marks CAPA as Re-Inspect, Accept (Override) or Reject** Vendor / Factory **schedules** RE-FRI **Kohl's may opt to cancel shipment after 1st Re-Inspection**
RE-FRI	Re-Final Random Inspection 1st Re-Inspection	FIRST FRI is **Fail / Reject**			

- **Kohl's QA will reply to all failed / reject inspections within 24 hours of receipt**
- **Kohl's holds the right to enforce a penalty for shipped products with a missing or failed final random inspection**
- Based on the failure, Kohl's QA/PI will include Kohl's Technical Design, Production, Sourcing teams as applicable for visibilty to all

Failed inspections are not approved to ship until Kohl's QA provides approval

If Inspections fail for:

Measurement		• Kohl's may need to review out of tolerance samples • Kohl's QA will request samples and/or photos/images as needed
Workmanship		• Factory needs to sort, inspect, and rework and schedule 3rd party Re-FRI as soon as goods are ready • Kohl's QA will request samples and/or photos/images as needed
Visual		• Visual defects such as color, Kohl's QA will need to review with Kohl's Production to determine if customer acceptable • Kohl's QA will request samples and/or photos/images as needed

Safety		• Inspection automatically fails, production is not allowed to ship if a safety or performance issue is identified, such as:
		  • Sharp points
		  • Functional or decorative parts not secure
		  • Mold
		  • Electrical malfunction
		• Factory needs to conduct 100% inspection, determine quantity of shipment impacted and if goods can be corrected/reworked, sorted out or remade
		• If production shipment is not cancelled, 3rd party Re-FRI is required and all remaining shipments would require 3rd party First FRI
		• Kohl's QA will request samples and/or photos/images as needed

Product Testing / Compliance **3rd Party Re-Inspection is not required**	Manual	• **No Testing, Failed and/or Expired Whole Product Testing** - Kohl's QA/PI will notify Production product is not allowed to ship until Kohl's QA/PI confims or receives notification that passing or accept as-is testing has been completed, Kohl's QA will reply with final inspection result

	Inspectorio	• If **No Test Reports** are provided
		  • **FAIL** is triggered, passing or accept as is report should be uploaded to the Inspectorio CAPA for Kohl's QA/PI review and approval
		• **Failed** or **Expired test reports** are provided
		  • Pictures of first 3 pages of test report(s) showing the Overall Rating are required, enter test report #, report date and failure in description
		  • **FAIL** is triggered, passing or accept as is report(s) must be uploaded to the Inspectorio CAPA for Kohl's QA/PI review and approval

Packing / Packaging		• **Fail / Reject** result should **only** be for **poor carton or product conditions** (damp/wet, odor, damaged, etc.) • **3rd Party re-inspection may be required on a case by case basis** and proof of correction may be requested as needed • **Important:** It is the supplier's responsibility to pack and ship goods to Kohl's DCs following Kohl's Logisitcs requirements or you may be subjected to vendor chargeback(s) from Kohl's Vendor Compliance

Appendix

Policies

Cancellation Policy

Cancellation of inspection must be communicated in advance of schedule date, as per Inspection Service policy.

- **Not doing so may result in a penalty fee.**

On the scheduled inspection date and time, if the inspector finds the required quantity of the shipment is not completed and packed **(FRI: <80%)** – the inspection will be **aborted**.

- The Vendor will be charged the man-day rate and out of pocket expenses.
- Vendor is required to reschedule the inspection.

Kohl's Bribery / Attempted Bribery Policy

Kohl's Department Stores has a Zero Tolerance policy regarding the bribery or attempted bribery of any Kohl's third party Factory Compliance Monitor (Social Compliance or C-TPAT) or Quality Assurance Inspector. If a facility attempts any form of bribe or perceived offer, the facility will immediately be made Not Authorized (NA) to produce for Kohl's (including National Branded goods).

If the reported/alleged bribery/attempted bribery incident requires further Kohl's investigation, the facility will remain in NA status during the investigation. This will ensure that our risk does not increase during the period of the investigation. Upon completion of our investigation, notification of the results (confirmed vs. not confirmed) will be sent to the appropriate parties. If the bribery or attempted bribery is confirmed, the factory will remain in the NA status.

The Vendor/Agent is responsible for the following:

1. Communicate Kohl's bribery policy to facility management and all applicable employees producing Kohl's private goods, exclusive branded products, or where Kohl's is the importer of record.
2. Do not offer envelopes of any form to Kohl's third party Factory Compliance Monitor(s) or Quality Assurance Inspector(s)
3. Do not offer cash or any type of gift that could be mistaken for an attempt at bribery. There is no minimum value applied to any offer of benefit; intent is the determining factor regardless of value.
4. Liable for all associated costs, including loss of sales if a facility is made Not Authorized due to bribery or attempted bribery
5. Producing evidence that can fully repudiate any allegations made

To report bribery incidents or for questions about this policy: factory.compliance@kohls.com

Code of Ethics

All 3rd party Inspection services must be provided in a professional, independent and impartial manner and in full compliance with Kohl's approved methods.

Auditors/Inspectors are trained on ethical issues upon employment and on a continual basis. They will provide documentation describing the anti-bribery policy to Vendor and factory management at the opening of each meeting. This documentation includes a letter listing senior management contacts, which is signed by the Vendor and/or factory.

Pre-Production Meeting / Sample Pilot Run

Pre-production meetings facilitate alignment in expectations between Kohl's and our Vendor and Factory Partners. These meetings lead to improved overall production process for the factory, thereby impacting all future styles produced with this factory and Vendor.

It is the Vendor's responsibility to ensure this meeting is scheduled for every new and repeat style in their factory(s)

Required Items

- Approved sample, clearly tagged or marked with Kohl's approval
- Kohl's Approved Technical Specification including any critical points of attention and/or Fit
- Bill of Materials (BOM) including Materials & Trims, Labels, Packaging and any other items included
- Approved Care, Content and Tracking Labels, Trim Cards, Color Submits, Shade Bands, etc., as applicable
- Development Material & Full Garment/Product Test Reports, Waiver's from Kohl's (if applicable)
- Factory's Production Plan
- Any other applicable approvals

Required Attendees

- Vendor VP of Manufacturing
- Vendor QA and/or QC
- Vendor In-Line Inspector
- Vendor Technician
- Vendor Product Manager
- Factory Manager/Production Manager
- Factory QA Manager
- Factory Sample Room Technician
- Production Floor Cutting Supervisor
- Production Floor Sewing Supervisor
- Production Floor Finishing Supervisor
- Production Floor Packing Supervisor
- Factory Engineer/Mechanic

The Vendor/Factory should use their own meeting template to evaluate and review the style or program

- All attendees must be indicated on the report as well as the meeting date.
- Kohl's reserves the right to request the Pre-Production Meeting report on any Kohl's style or

Minimum Discussion Points

- Overall review of the approved sample or program
- Is the 'Fit Approved' technical specification available
- Has all construction direction on the technical specification been reviewed
- Have the materials/fabric arrived and passed inspection(s). Review the report against the order to confirm.
- Have all approved trims, labels, thread, etc arrived. Detail out what is needed and whether they have arrived and have been confirmed as approved.
- Is all machinery, including fusing & electric or pneumatic snap equipment, necessary to product the product available and in working order
- Should a preferred supplier be contacted to assist with any machine settings
- Review the status of lab testing and what may be pending
- Review shade band or dye lots, as well as ensure that they were approved by Kohl's, as applicable

Sample / Pilot Run
• A sample or pilot lot is recommended for all programs as part of the normal production procedure.
• A sample or pilot lot is simply the beginning of production using all approved materials.
• It's an opportunity to review the first completed units or top of production
• Factory QA personnel performing this inspection must have the authority to revise or correct any production method causing a potential quality issue.
• Any significant quality issue should be sorted and corrected (if applicable)
• The root cause of the quality issue should be identified and corrected before production proceeds
Production Best Practices
Storage
• Fabric rolls need to be tagged with relevant information.
• Dye lots need to be separated.
• All fabrics must be above ground level to avoid contamination
• Proper shelving racks are critical to maintaining good inventory control.
• Trims must also be properly separated and stored.
Fabric Inspection
• Fabric rolls need to be tagged with relevant information.
• The 4-point grading system should be employed by all mills and factories.The vendor must ensure consistent application across their entire factory base.
• Fabric inspectors within the factory require proper training.
• Fabric inspectors must cut swatches from the beginning of the roll and match the color shade to the middle and end of the roll.
• Fabric inspectors must build their own library of defects.
• Fabric inspectors must generate detailed reports to help factory management communicate effectively with the mills & factory
Spreading & Cutting
• Factories must select qualified employees to spread the fabric.
• Fabric must be spread properly (to grain, not wavy, on line, correct nap direction, relaxed, etc.)
• Fabric cutters must be properly trained on correct cutting procedures
• Fabrics must be cut in the same direction to ensure consistency
• Proper clamps and pins must be used to hold down the fabric layers
• Cutting rooms must have adequate lighting be kept clean to avoid contamination and provide a safe work environment.
Cutting Inspection
• Cutting inspectors must be properly trained to ensure the matching of all cut parts as well as ensuring color consistency
• Cutting inspection forms must be standardized.
• Cutting problems must be reported to the sewing/ production supervisor.

Sewing Lines
• In-line inspection procedures must be implemented to check collars, cuffs, necks, lap seams, and placket assembly.
• Factories must position inspection stations within the sewing lines for checking major parts and assemblies.
• Critical parts and / or assemblies must be 100% checked.
• One operator and one inspector must be utilized for checking critical parts that have potential safety hazards (i.e. snaps on children's garments).
• Pre-production meetings must be held with the factory and critical inspection checkpoints must be established.
• Factories must avoid sewing dark color garments in the same sewing line with light color garments.
Finishing Lines
• Finishing line operators must be properly trained to handle pressing equipment with correct settings by fabric type/blend.
• Packaging area must be organized and properly supervised. This is a critical inspection checkpoint
• Supervisors must ensure that the correct hangtags, price tickets, etc. are provided to the proper production packing stations to avoid any possibility of mislabeling.
• Work tables should be cleared of all merchandise, tags/ tickets (that are not applicable) prior to starting another size / color or style.

Revision Date	Description of Change(s)
5/1/2023	Document Creation
6/26/2025	Added Testing and Inspection Policy for Domestically Filled Products, page 5.