



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, CTPAT or Sustainability) 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 a NA status.

The Vendor 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:
 - Do not offer envelopes of any form to a Kohl's third party Factory Compliance Monitor(s) or Quality Assurance Inspector(s).
 - 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
2. Liable for all associated costs, including loss of sales if a facility is made NA due to bribery or attempted bribery
3. Producing evidence that can fully repudiate any allegations made

We greatly appreciate your support in helping to eliminate this practice from the supply chain.

Thank you for your partnership,

Factory Compliance Team
Kohl's Department Stores