

COACH

Global Operating Principles

Introduction

Coach's objective is to be an enlightened and superior employer and a responsible and socially sensitive corporate citizen in the locations in which the corporation conducts business.

In order to accomplish these objectives, Coach has established Global Operating Principles which set forth the minimum standards by which the corporation will operate and conduct business. These global principles will also convey to Coach employees and all public constituencies Coach's values, commitments and goals.

Coach has also developed a set of guidelines for firms from whom Coach sources products, including contractors, joint venture partners and suppliers of goods and services. These principles are set forth separately in a statement of Supplier Selection Guidelines for such business partners.

The principles and philosophies that govern the operations and businesses of Coach are based not only on laws and regulations, but are also founded on dignity and respect for the individual, a strong commitment to common sense, fairness, diversity, and ethical business practices and policies.

As Coach expands operations and businesses to many countries of the world in order to compete in the global marketplace, these fundamental principles are extended to all the corporation's locations with the aim of achieving Coach's mission: to build our brand worldwide while creating stockholder value. To this end, Coach is committed to the promulgation, applications, and continued development of these principles at each location where it operates.

Ethical Practices

Coach believes in conducting all business activities with honesty, integrity and fair dealing, and in conformance with high ethical standards. Coach does not condone illegal payments to any person, organization, or government, nor will the corporation involve itself in activities and practices that the corporation believes are ethically questionable.

Laws and Regulations

Coach is committed to full compliance with all laws and regulations in the locations where the corporation operates and conducts business, and will not knowingly operate in violation of any such law or regulation.

Environment

Coach is committed to full compliance with all environmental rules, regulations, and standards applicable to its operations. Coach will observe environmentally conscious practices in all locations where the corporation operates.

Community Relations

Coach believes in being a responsible corporate citizen and socially sensitive employer in every community, locality, and country in which the corporation operates. To accomplish this, Coach strongly encourages each of its operating facilities to become actively involved in the life of the community by developing plans to participate in and sponsor initiatives that result in the advancement of the community's interests, and in the betterment of the quality of life of the communities in which employees live. These involvements have taken many forms. For example, Coach encourages employees to become involved in their communities through company-sponsored events like AIDSWalk New York, American Cancer Society's Daffodil Days, Arts & Business Council Annual Fundraiser, Dress For Success Clothing Drives, Holiday Toy Drives, Jacksonville Chapter of Dreams Come True, March of Dimes Walkathon, Meals-On-Wheels Annual Campaign, Miami Corporate Run to Benefit Leukemia, New York Women's Foundation Annual Fundraiser, and Thanksgiving Food Drives. Coach is proud of its contribution to the economic and social development of the locations where Coach has operations.

Corporate Contributions

In the area of corporate contributions, Coach recognizes its role as a responsible corporate citizen and a socially sensitive company. In every community where the corporation operates, Coach actively seeks out opportunities to contribute money, products, materials, time, expertise, and other assistance to worthwhile causes and projects in order to make the community a better place for employees to live and work. Coach is particularly interested in assisting programs that benefit youth, substance abuse and drug education programs, as well as programs and organizations related to the promotion of a community's health, welfare, education, family life, culture and the arts. In support of employees' volunteer efforts and commitment to their communities, Coach offers a Matching Volunteer Program. Eligible nonprofit organizations can receive \$5.00 per completed volunteer hour where the employee has given his/her time, up to \$200 per fiscal year.

Employment and Employee Training and Development

Coach respects employees and believes in the fundamental dignity and worth of each individual. Utilizing the talents of each employee is a competitive imperative in a global marketplace. Coach's goal is to create an environment that attracts and retains the best, brightest, and most talented individuals and to provide an environment that empowers each employee to reach his or her full potential. The corporation's objective is to teach and encourage the full development of individual pride, freedom, and self-esteem. Coach believes that the building of an individual's self-esteem and self-worth, which includes the important element of self-reliance, is an essential ingredient in that employee reaching his or her full potential and growth. Accordingly, Coach offers employees work-related training, which enables employees to improve job skills and to qualify for positions of greater responsibility.

Communications

Coach is committed to openness, honesty, and fairness in all business dealings and communications with employees and public constituencies. Of course, Coach recognizes that certain proprietary, personal or otherwise privileged information must be kept confidential.

Working Conditions and Workplace Safety

Coach will provide employees with work environments which are designed, built, and equipped to high standards at all Coach locations.

Coach is committed to providing a safe and healthy working environment. Employees will be trained in safe practices and safety rules. Practices relating to the use of safety equipment and protective devices will be strictly enforced.

Hours of Work and Age of Employment

Hours worked each day, and days worked each week, shall not exceed the legal limitations of the countries in which Coach operates. Also, while the legal definition of “children” sometimes varies from country to country, Coach will not knowingly employ individuals who are under 15 years of age.

Compensation and Benefits

As a responsible corporate citizen and a socially sensitive company, Coach believes in providing employees with fair compensation and benefits. Coach also believes that compensating employees at competitive levels helps Coach to motivate and retain the best employees. Thus, Coach offers employees competitive compensation and benefits which are equal to or above the compensation and benefits offered by like industries in the localities in which the corporation operates.

Employment Recognition, Empowerment and Treatment

Coach believes that employees should be recognized and rewarded for good performance, and actively encourages the adoption of suitable programs for this purpose.

Coach believes employees have valuable ideas and should be given the opportunity to voice those ideas and to implement better and more productive procedures and methods. Coach believes that the empowerment of individual employees not only permits each employee’s full development, but directly and significantly contributes to the corporation’s goal of achieving lowest-cost, highest-quality producer status, in turn enabling Coach to effectively compete in global markets and to provide employees with the highest possible degree of career security.

Respect for Diversity

Coach believes that people should be employed on the basis of the ability to do the job, rather than on the basis of personal characteristics or beliefs. The corporation actively seeks, promotes, and manages diversity within the workforce. In managing strategic diversity, Coach embraces a philosophy of encouraging all Coach employees to feel comfortable with being themselves while working together toward shared business goals. Coach furthers this principle on a global basis through on-going training, development, and education programs designed to create a positive environment in which each individual is empowered to reach his/her fullest potential.