

# COACH

## Supplier Selection Guidelines

### Foreword

The global expansion of Coach's business activities into more countries and diverse cultures requires a commitment to the procurement of products and services in a manner which:

- is conducive to global good citizenship,
- will enhance the corporation's reputation and the image of the brand, and
- will ensure the achievement of Coach's commercial success.

### Objective

Coach's objective is to utilize the corporation's purchasing power to influence those from whom the corporation procures products and services to:

- embrace high standards of ethical behavior,
- comply with all applicable laws and regulations,
- treat their employees fairly, and with dignity and respect, so as to promote their welfare and improve their quality of life, and
- be socially responsible citizens in the countries and communities in which they operate.

The following Supplier Selection Guidelines have been established to ensure a uniform and consistent approach with all suppliers as Coach pursues the above objectives. Operating management is charged with the responsibility to conduct appropriate due diligence with all suppliers before entering into any business relationship.

### Supplier Selection Guidelines

"Suppliers" include contractors, joint venture partners and suppliers of goods and services, including raw material suppliers.

#### 1. Ethical Standards

Coach believes in doing business with those suppliers who embrace high standards of ethical business behavior and who demonstrate commitment to those standards through rigorous practices.

#### 2. Legal Requirements

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. Coach will not knowingly use suppliers who operate in violation of applicable laws and regulations.

### 3. Environmental Requirements

Coach believes in doing business with those suppliers who share the corporation's commitment to the environment, and who pursue practices which conform to applicable environmental standards. Coach expects suppliers to promptly develop and implement plans and programs to correct any non-compliant practices.

### 4. Employment Practices

**Working Hours:** Coach will not knowingly use suppliers who fail to comply with the legal maximum working hours as specified by each country's standards and laws.

**Child Labor:** Coach will not knowingly use suppliers who employ workers in violation of the local mandatory school, or under the legal employment age in each country. Additionally, Coach will favor those suppliers who are proactive in contributing to the continued education and betterment of its employees.

**Forced Labor:** Coach will not knowingly use suppliers of either raw materials or finished product that have been produced by forced labor, or services provided by such labor.

**Discrimination:** 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. Coach will favor doing business with those suppliers who practice this principle.

**Disciplinary Practices:** Coach will not knowingly do business with suppliers who employ any type of corporal punishment, or other forms of mental or physical coercion.

**Health & Safety:** Coach believes in doing business with those suppliers who have demonstrated concern for and commitment to the health and safety of their employees. Additionally, this same guideline applies to those suppliers who provide housing to employees.