

# Labor & Human Rights Report, 2022

Manhattan Stitching recognizes the vital importance of our employees and our responsibility to foster an atmosphere of safety and trust in order to ensure everyone's prosperity and well-being.

We are committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Manhattan Stitching regularly tracks occurrences, assesses policies and suppliers, and trains staff in responsible business practices related to labor and human rights.

## Accident Reporting

**Accident frequency:** 0

**Accident severity:** N/A

No accidents have occurred at Manhattan Stitching Company in the last 3 years.

## Hours of Training

**Total Hours Training:** 22 hours

**Number of Fair Labor Association (FLA) Training Modules Completed:** 12

**Number of FLA Modules to be Completed by December 31, 2023:** 3

*See Page 2 for detailed list of applicable trainings completed.*

## OSHA Compliance

*Manhattan Stitching Company, Inc. is currently in full compliance with OSHA for the calendar year 2023 and was for the entirety of calendar year 2022.*

## Labor & Human Rights in the Supply Chain

Reporting from two major Manhattan Stitching suppliers show commitments to upholding human rights and fair labor practices in their respective companies:

- Color Image Apparel Inc.- Audit from Worldwide Responsible Accredited Production ([WRAP](#)), which is in accordance with relevant conventions of the International Labor Organization (ILO), UN Guiding Principles on Business and Human Rights, and OECD Guiding Principles for Multinational Enterprises.
- Sanmar - letter of commitment to responsible sourcing, including principles of the Fair Labor Association (FLA) and the International Labor Organization (ILO)
- Suppliers are required annually to review and attest to the Manhattan Stitching Company Code of Conduct, which covers labor and human rights.

## Fair Labor Association (FLA) Trainings

The FLA Workplace Code of Conduct defines labor standards that aim to achieve decent and humane working conditions. The Code's standards are based on International Labor Organization standards and internationally accepted good labor practices. Companies affiliated with the FLA are expected to comply with all relevant and applicable laws and regulations of the country in which workers are employed and to implement the Workplace Code in their applicable facilities.

In order to adhere to the official FLA Workplace Code and Compliance Benchmarks as an affiliated member, Manhattan Stitching ownership regularly participates in FLA compliance trainings and has developed sustainable mechanisms to ensure ongoing compliance. The table below shows completed FLA training courses for the past 3 years.

Fair Labor Association (FLA) Course Name	Course Completion Date	Time Spent Training
Module 1: Human Rights and FLA Principles	April 5, 2020	1.5 hours
Module 2: Supplier Ownership	July 17, 2020	1.5 hours
Module 3: Supply Chain Management	October 3, 2020	1.5 hours
Module 4: Code of Conduct	January 3, 2021	1.5 hours
Module 5: Recruitment	April 6, 2021	1 hour
Module 6: Forced Labor	July 24, 2021	1 hour
Module 7: Wages & Benefits	October 7, 2021	1 hour
Module 8: Responsible Recruitment	July 5, 2022	1.5 hours
Module 9: Hours of Work	July 5, 2022	1.5 hours
Module 10: Responsible Purchasing, Manufacturing & Training	October 10, 2022	~1.5 hours
Module 11: Assessments & Remediation	January 12, 2023	~1.5 hours
Module 12: Health & Safety	May 17, 2023	~2 hours
Module 13: Worker Engagement	Enrolled (Expiration date: 9/15/2023)	~1 hour
Module 14: Supervisor Skills	Enrolled (Expiration date: 9/27/2023)	~1.5 hours
Module 15: Environment	Enrolled (Expiration date: 12/26/2023)	~1.5 hours
Module 16: Supply Chain Responsibility	Enrolled (Expiration date: 3/25/2024)	~1 hour

## Workforce Demographics Report

### KEY METRICS

**86%** - Percentage of workers are from minority groups and/or vulnerable workers

**39%** - Percentage of workers are women

Employee Category	Number of Employees
<i>Total Employees</i>	49
Minority Groups/ Vulnerable Worker Employees	42
Women Employees	19

### 2022 Fair Labor Monitoring Assessment Results

Following a comprehensive annual review of internal company policies and practices, and stakeholder reporting mechanisms to monitor internal controls and effectiveness of actions taken-

*Number of complaints received regarding child labor, forced labor and/or human trafficking: 0*

*Number of identified issues regarding child labor, forced labor and/or human trafficking: 0*