

## **USTRIVE** Clothing Social Compliance Management Plan

Aug. 2, 2019

**USTRIVE** has nominated Scott Wilson to be its point person responsible for Social Accountability. USTRIVE strives to ensure the social criteria as set forth by GOTS will be met, updated, and implemented as need be.

Scott Wilson will monitor compliance with the social criteria and implement necessary improvements at its facility as need be.

Scott Wilson will inform USTRIVE employees about the social criteria content and any other related information provided by GOTS.

Records of the name, age, working hours and the wages paid for each worker is kept by Human Resources.

**USTRIVE** will allow workers to nominate a representative for social accountability that is able to provide feedback to the management regarding implementation status of and compliance with social criteria.

USTRIVE will record and investigate complaints from workers' or third parties related to the adherence to the social criteria and maintaining records about any necessary corrective measures arising from them

**USTRIVE** will refrain from disciplinary measures, dismissals or other forms of discrimination against workers for providing information concerning observance of the social criteria.

**USTRIVE** employees enjoy freedom of association and have the right, if they so choose, to collective bargaining.