

The M. J. Soffe Company has adopted the Workplace Code of Conduct. In addition to complying with all applicable laws of the country of manufacture, M. J. Soffe Company complies with and supports the Workplace Code of Conduct in accordance with the principles of monitoring and shall apply the higher standard in cases of differences or conflicts.

Contact Information

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www.soffe.com

Global Human Rights





Workplace Code Of Conduct

Since 1946, the M. J. Soffe Company has created products to meet market demands. Today, Soffe is a vertical manufacturer of active apparel, with six distribution centers strategically located across the United States.

T-Shirts, jerseys, shorts, and fleece wear make up the Soffe line. Sizes range from Toddler to Adult-to-Adult Big & Tall. There is also a line for Juniors and Girls. Soffe active sportswear is sold in sporting good stores, department stores, collegiate bookstores and the military exchanges, worldwide.

Soffe manufactures and produces apparel in the United States along with sourcing products from around the world.

The M. J. Soffe Company is a wholly owned subsidiary of Delta Apparel that prides itself in having the highest standards both in the quality of its product but also in the treatment of its employees.

The addresses of our facilities can be furnished upon request.

Code of ethics:

Forced labor - Soffe does not use any type of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

Child labor - Soffe does not employ any person younger than 15 years of age (or 14, where the law of the country of manufacture allows) for completing compulsory education in the country of manufacture where such age is higher than 15.

Harassment or abuse - Every Soffe employee is treated with respect and dignity. No employee is subject to any physical, sexual, psychological or verbal harassment or abuse.

Nondiscrimination - No person is subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion or social or ethnic origin.

Health and Safety - Employees are provided with a safe and healthy working environment to prevent accidents and injury to health arising from, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

Freedom of Association and Collective Bargaining - Soffe recognizes and respects the right of employees to freedom of association and collective bargaining.

Wages and Benefits - Soffe does recognize that wages are essential to meeting the basic needs of employees. Employees are paid, as a floor, at least the minimum wage as required by local law or the prevailing industry wage, whichever is higher, and provides legally mandated benefits.

Hours of Work - Except in extraordinary business circumstances, employees are not required to work more than the lesser of (a) 48 hours per week and 12 hours overtime, (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, (c) where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours and entitlement to at least one day off in every seven day period.

Overtime Compensation - In addition to their compensation for regular hours of work, employees shall be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their hourly compensation rate.



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