



Uzbek and Turkmen Cotton – Position Statement

At Columbia Sportswear Company (CSC), we are committed to building a company of which we can all be proud – not only of the innovative products we create and the financial results we achieve, but also the manner in which we achieve them. Whether it's responsible sourcing, giving back to our communities, or reducing our environmental impact, we believe corporate responsibility is a company-wide effort.

CSC has a [Standards of Manufacturing Practices \(SMP\)](#) (aka Code of Conduct), which includes a standard that addresses forced labor, where all suppliers are required to demonstrate that they do not use forced labor, whether in the form of prison, indentured, slave, bonded, trafficked or any other form of compulsory labor.

We communicate regularly in writing to each of our current and prospective suppliers informing them of our expectations that they not use cotton or textiles sourced from Uzbekistan or Turkmenistan, which have overwhelming evidence of state-orchestrated forced labor being used in their cotton sectors. To our knowledge, our products do not contain cotton from either country. We realize that global cotton markets are highly complex and difficult to trace with certainty.

Stakeholder Engagement is invaluable to the continuous improvement and implementation of our corporate responsibility programs. We have signed the Responsible Sourcing Network's Cotton Pledges and will work with our suppliers and other stakeholders to develop and implement practices that promote and reward adherence to industry protocols and ethical standards across our entire supply chain.

