

THE SIERRA PACIFIC APPAREL GROUP

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The Sierra Pacific Apparel Group and its partners are dedicated to business practices that involves initiatives that benefit society or Corporate Social Responsibility (CSR). CSR is an initiative that is designed to ensure companies we work and partner with comply with, and exceed, the laws of the land, both foreign and domestic. It also serves to ensure that companies adhere to ethical and morally correct standards that we believe in. This platform is designed to constantly evolve as new laws, guidelines, customer expectations and industry initiatives are set forth.

Our commitment to our customers is that we will always take CSR extremely seriously, as it is simply “the right thing to do.” Not only for our customers, but also for the good of our vendors and their employees. This document serves to inform our customers of our CSR platform, and will be updated as new policies are implemented over time.

Standards of Social Responsibility and Labor Standards

Our Social Compliance document, available on our website, outlines the exact standards of social responsibility and labor standards that we hold our employees, and our vendors to. Each factory that we use receives this document as part of their required compliance. They must complete and return this document before we consider them for orders. We then evaluate and qualify the factory before an order is placed, and then audit that factory once the order is underway. Not only do we conduct audits internally with our own employees, we also use the services of independent, third party auditors to ensure that our factories are actively engaged and are in complete compliance with our standards. This is done on a regular basis.

Product Safety

Product Safety is vital to us. Our products are manufactured to the highest standards that meet, or exceed, compliance with regulations based upon the laws enforced by the U.S. Consumer Product Safety Commission (CPSC) and similar global safety agencies. Our safety requirement standards are always being improved as new regulations come to pass. These standards are a combination of U.S. law, international law, and U.S. and International voluntary requirements. We also participate in industry standard product safety programs such as the ‘Product Safety Aware’ program created by PPAI, as well as other apparel industry programs and do so on an ongoing basis to learn about new regulations and laws in our industry.

The Consumer Product Safety and Improvement Act (CPSIA)

This act, enacted by Congress in 2008 sets forth the requirements designed to ensure that, among other things, certain goods are sold to consumers are certified compliant by the testing requirements set forth by this legislation.

This legislation applies to all consumer products (including our textile wearables) manufactured on and after November 2008. Not only does this affect the blank products that we sell, but it may, in turn, affect the decorated products you may sell to your customers.

We follow all of the standards set forth by CPSIA, including but not limited to the formal compliance certification on flammability, as well as testing for phthalates and hazardous chemicals. Whenever viable, our products are tested and certified compliant by a third party testing facility.



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General Certificate of Conformity

As part of CPSIA regulations, all goods produced by factories, both imported and made domestically, require a General Certificate of Conformity (GCC). This certificate is required to show proof of all required testing materials that support that the products manufactured by our factories are compliant with all CPSIA regulations.

All of our factories issue a GCC before any product can be shipped. By following CPSIA regulations very carefully, and requiring a GCC, we ensure that all of our goods are made to strict standards, and are safe for our customers.

Supply Chain Safety

The Customs Trade Partnership Against Terrorism (C-TPAT) is a voluntary program led by the U.S. Customs and Border Control (CBP), and is a partnership between companies and CBP to ensure the security of their supply chains. Companies who achieve C-TPAT certification must have a documented process for determining and alleviating risk throughout their international supply chain. C-TPAT is necessary to ensure that a companies' supply chain is compliant, and efficient. It also helps strengthen border control.

Our parent company, Scope Imports, was one of the first members of C-TPAT, and was certified in 2003 for Level 1 C-TPAT Validation. In 2010, we achieved Level 2 Validation. This validation covers our entire supply chain, including our factories, freight forwarders, and customs brokers. This also further certifies our security practices. For your reference, our C-TPAT Status Verification Interface Number (SVI) is #33853046. We are extremely proud to be a part of this important, voluntary program.

Toxics in Packaging Regulations

This set of regulations was designed to help ensure that packaging created to house products does not contain regulated metals--lead, mercury, cadmium, and hexavalent chromium. We certify that none of these regulated metals were intentionally added during the manufacturing process of our packaging. This means that not only are our goods safe, the packaging that we send to our customers with our products is safe.

Conflict Minerals Compliance

On August 22, 2012 the SEC approved a final rule requiring certain issuers to publicly disclose their use of conflict minerals [tantalum, tin, tungsten, and gold] and whether those minerals originated in the Democratic Republic of the Congo ("DRC") or adjoining countries ("covered countries").

We certify that none of our goods contain conflict minerals, as it is not only law, but the ethically right thing to do.

In conclusion--in the meantime.

Thank you for taking the time to read about our Corporate Social Responsibility platform. We are committed to constantly improving our platform, and we invite you to check our websites, as well as this document to see the progress that we're making. Thank you for your continued business, and we look forward to speaking more about new progress to our platform in the future.

