



Labor Standards

It is the policy of Genesco Inc. not to purchase merchandise manufactured under illegal or inhumane circumstances. Before initiating a buying relationship with a vendor, Genesco will advise the vendor in writing that the Company will not purchase goods made in violation of applicable law, or with child, convict, slave or other forced labor, and that the Company will immediately cease doing business with a vendor when the Company discovers that a vendor is violating the law or these labor standards.

The following language must be included or incorporated by reference in all purchase orders:

Seller shall strictly adhere to all applicable laws and prohibitions of the country in which the merchandise is manufactured and, as applicable, to the laws of the United States with respect to Seller's production facilities, business and labor practices and such merchandise, including laws governing the working conditions, compensation and age of the work force. Seller shall not use or permit to be used illegal child or forced labor in the manufacture of merchandise. Manufacturer will provide with each shipment of merchandise a certification identifying the factory where the merchandise was manufactured and confirming compliance with the standards set forth in this paragraph.

Each division of the Company should develop a system, appropriate to its operations, to monitor compliance with these requirements. Monitoring may appropriately be accomplished through factory visits by Company employees or agents and through periodic certifications of compliance as contemplated by the purchase order language. Vendors should be periodically reminded of this policy.