

February 18, 2018

Columbia Sportswear Company (“Columbia”) takes seriously the issues outlined in this report and continues to work diligently to ensure the safety and ethical treatment of workers in our supply chain.

- Specific suppliers and exact factory locations are not outlined by the authors of this report, therefore it is difficult to completely validate the issues outlined, as well as take remediation actions with our suppliers at specific locations. However, we have reviewed the report with our factory partners in the Bangalore area will continue to focus on these issues as we work with this group of factories in this region.
- Columbia is also taking steps to strengthen our policies and procedures:
 - Contract factories in the Bangalore area are audited annually by Columbia’s internal audit staff based in Bangalore. Our audits are unannounced and are conducted based on our Code of Conduct (Standards of Manufacturing Practices). The Columbia Code of Conduct can be found here:
 - https://www.columbia.com/on/demandware.static/-/Sites-Columbia_US-Library/default/dw2eef9092/AboutUs/PDF/Standards%20of%20Manufacturing%20Practices.pdf
 - Columbia is amending our Migrant Worker Policy to specifically include intra-state migrants. We have also amended our policy to insure that suppliers who facilitate finding off-site accommodations which are not owned or operated by the supplier have a policy and a due diligence process to insure that these facilities are safe and hygienic.
 - Columbia only sources from three factory locations, owned by one vendor that uses hostels in Bangalore. These hostels are managed by the India NGO Janodaya (<https://karnataka.ngosindia.com/janodaya-public-trust-bangalore/>) which is responsible for the operation of these hostels and the safety of the workers. We will continue to engage with our factory partners and Janodaya on this issue.
- Before and after the publication of this report, Columbia has been actively engaging with a group of other brands sourcing in the Bangalore area to collaborate on resolving the issues that the report outlines. This group of brands has met with Bangalore factories to directly discuss conditions in their owned and operated factories and to address the issue of intra-country migrant workers.