



February 22, 2011

We have read the report published on January 24th, 2011, by the Institute for Global Labour & Human Rights' (formerly National Labor Committee) regarding the working conditions in Ocean Sky factory in El Salvador. Columbia Sportswear takes the allegations in the report very seriously.

We have found that constructive engagement with our factory partners, industry competitors and multi-stakeholder advocates is the most effective way to address these types of situations and make steady progress to reduce or eliminate future grievances. As a member of the Fair Labor Association (FLA), Columbia is actively engaging Ocean Sky, who is also a FLA member, to address the concerns. In addition, we have reached out to other brands producing in Ocean Sky and, with the support of FLA, have asked an independent monitor COVERCO to conduct a thorough investigation. We are committed to staying engaged and working together to address any validated concerns in a timely manner.

At Columbia, we are committed to supporting responsible sourcing practices that promote the values of equality, fairness, and safety in the independent factories that manufacture our products. We have invested to build a global Corporate Responsibility organization and established the *Standards of Manufacturing Practices (SMP)* against which all suppliers doing business with Columbia are regularly evaluated. The existence of the standard by itself cannot ensure compliance. We have monitoring systems to assess and promote compliance to the principles of these standards and will continue working as a force for positive change with others who share similar goals. Members of our Corporate Responsibility team visit our factories on regular intervals and we also work with external service providers and industry peers to verify, remediate and educate both factory managers and workers.

For more information about our Corporate Responsibility program, please visit www.columbia.com/corporateresponsibility .For more information about the FLA, a multi-stakeholder initiative, please visit www.fairlabor.org.