



5750 Mercury Drive
Dearborn, MI 48126
carhartt.com

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of Carhartt, Inc. not to discriminate or allow the harassment of associates or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at Carhartt. Carhartt will continue to ensure that individuals are employed, and that associates are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows:

Employment decisions at Carhartt are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law.

Associates may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Associates and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. Carhartt makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or associate to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of Carhartt's business.

Carhartt, Inc., and our CEO/Chairman of the Board are fully committed to principals of equal employment opportunity and affirmative action. As Senior VP of Human Resources, I support the successful implementation of Carhartt's Affirmative Action Programs. I have appointed Cara Gould, Inclusion and Diversity Specialist for Carhartt, with responsibility for implementation of Carhartt's affirmative action activities. The Inclusion and Diversity Specialist has the full support of top management and the staff necessary to fully implement this Program. All managers and supervisors will take an active part in Carhartt's AAP to ensure all qualified associates and prospective associates are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, Carhartt, Inc. will solicit the cooperation and support of all associates for Carhartt's Equal Employment Opportunity and Affirmative Action Policy.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Programs. The Inclusion and Diversity Specialist has been assigned responsibility for periodically reviewing



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progress in the compliance and implementation of the policy of affirmative action. In accordance with public law, Carhartt's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

In addition, associates and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, Page 6 of 268 filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. Carhartt, Inc. will not discharge or in any other manner discriminate against associates or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another associate or applicant. However, associates who have access to the compensation information of other associates or applicants as part of their essential job functions cannot disclose the pay of other associates or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Jennifer Piscopink

Senior VP of Human Resources

February 5, 2020