

DSW DESIGNER SHOE WAREHOUSE

CODE OF CONDUCT

Compliance with law: Full compliance with all laws, rules and regulations applicable to the manufacture of the goods, the facilities where they are made, and accommodations made available to workers.

Familiarization and Display of the Code of Conduct: Vendors shall familiarize workers with the DSW Designer Shoe Warehouse Code of Conduct and display this Code of Conduct, translated in the local language. It will be displayed at all their facilities in a place visible and accessible to all the workers.

Minimum wages and benefits: Payment to workers of the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher; provision to workers of benefits that conform to the better of applicable local law or prevailing local industry standards; and payment to workers of overtime compensation in compliance with all applicable laws.

Maximum working hours: Overtime shall be limited to a level consistent with humane and productive working conditions. Workers shall not be required, on a regularly scheduled basis, to work in excess of sixty hours (or lower if prescribed by local laws or local industry standards) per week; and, generally, workers shall be provided with at least one day off in seven.

No prison or forced labor: Prison, indentured, bonded, involuntary labor, or labor obtained through human trafficking shall not be used.

No child labor: Vendors must meet all applicable laws, regulations or legal requirements regarding the minimum age for employment. Vendors must not hire anyone under the age interfering with compulsory schooling or under the minimum age established by law, whichever is greater.

Health and safety: The work environment shall be safe and healthy.

Nondiscrimination: Workers shall be selected only on the basis of their ability to do the job, and not on the basis of other personal characteristics or beliefs.

No corporal punishment: Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers.

Freedom of association: The lawful exercise of workers' rights of free association shall be respected and not restricted or interfered in, and workers lawfully exercising those rights shall not be threatened or penalized.

Environment: Environmental laws and regulations shall be complied with.

Community involvement: Projects undertaken in partnership with community groups, or local or international non-governmental organizations, particularly those which address educational opportunities for younger people employed in production facilities, shall be encouraged and supported.

Monitoring of Compliance: Vendors authorize DSW Designer Shoe Warehouse and its principles to conduct scheduled and unscheduled inspections of vendors' facilities for the purpose of ensuring compliance with this Code of Conduct.

DSW has established an independent third party to manage any reports of possible illegal, unethical, or improper conduct. Report of any misconduct can be provided anonymously to the Safe 2Say Hotline at 1.800.825.3595

I have read this DSW Code of Conduct and agree to comply with its terms and conditions.

Company Name: _____

Date: _____

Signature: _____

Printed Name: _____

Title: _____