



## THE CHILDREN'S PLACE HUMAN RIGHTS POLICY

At The Children's Place, we are committed to excellence in every aspect of our business. This commitment includes ethical and responsible conduct in our global operations and respect for all human rights. We support the principles articulated in the [Universal Declaration of Human Rights](#) and the [International Labor Organization \(ILO\) core conventions](#). We expect our vendors and business partners to share and adopt these same commitments.

In alignment with the [UN Guiding Principles on Business and Human Rights](#) and [the Organization for Economic Cooperation and Development \(OECD\) Guidelines for Multinational Enterprises](#), we strive to avoid adverse human rights impacts in our own operations and across our business relationships. We carry out human rights due diligence as part of the conduct of our business and work to embed human rights considerations into business decisions. We continue to identify salient human rights issues and assess prevention and mitigation opportunities in each area. Human rights salient to our business include but are not limited to topics such as diversity, equity and inclusion, prevention of sexual harassment, working conditions and forced and child labor in the supply chain. These issues are identified and addressed through our corporate HR policies, factory audit and remediation process, country sourcing screenings and programs around worker well-being. This human rights policy will continue to evolve to ensure it reflects changing circumstances, new knowledge and opportunities for The Children's Place.

### Community

As a pure-play children's specialty apparel retailer, The Children's Place aims to embrace every child and every family. We have a responsibility to conduct our business in a manner that meets the diverse needs of our customers. Promoting inclusivity and respecting the rights of all who shop our brands is essential in earning and preserving the trust of our customers. We also strive to provide a safe and trusting experience for everyone who does business with The Children's Place, including all business partners, contractors and vendors.

Our community includes all team members we have working around the world. We intend to foster a culture where diversity, equity and inclusion are a part of our identity, and we are committed to increasing diversity representation within our leadership. As outlined in our [Code of Business Conduct](#), we provide equal consideration to all applicants and associates, and have developed corporate policies such as our Equal Opportunity Employer and Sexual / Unlawful Harassment Policy to underscore the idea that every employee is entitled to be treated with dignity and respect. We help our employees put this idea into practice by requiring an annual "unconscious bias" training that teaches associates how to recognize, address and overcome the different kinds of unconscious bias in the workplace. We value our team members and are continuously working to promote diverse views and opinions, provide opportunities for professional growth and maintain a safe working environment that is free from any form of discrimination or harassment.



## Supply Chain

The Children's Place seeks to work with global third party vendors whose business practices align with our principles on human rights, especially for at-risk groups such as women and highly vulnerable populations. We place significant time and effort into identifying and working with only those vendors who are committed to providing fair and safe working conditions for their factory workers. We administer a global factory audit program that holds vendors and factories accountable to their commitment to comply with our [Vendor Code of Conduct](#). If issues are identified, we work with our vendors and factories on remediation of non-compliance and re-audit these partners to verify compliance to our standards.

We also recognize our role in promoting worker well-being and helping vendors expand their knowledge of human rights issues. We work to promote education, personal development and training programs that positively impact communities by focusing on workers' needs. Our engagement with vendors continues to evolve as we strive to do our part in addressing global issues such as forced labor, gender-based violence and harassment and gender equity.

Our global Responsible Sourcing team members carry out day-to-day operations within the supply chain, with support from cross-functional partners. To help us address the complexity and scale of human rights issues, we also collaborate with experts, NGOs, other non-profit organizations and industry peers to identify and implement initiatives.

## Implementation

It is the responsibility of every member of The Children's Place team to uphold our company values on human rights. To support our associates, we require annual training on company ethics and relevant human rights issues for employees across The Children's Place global operations. As expressed in both our Code of Business Conduct and [Anti-Corruption Policy](#), we expect our employees to perform their responsibilities with the highest level of integrity and ethics in mind. This includes exercising sound judgment in their decisions, demonstrating respect for one another and raising any observations or suspicions about violations of TCP policies with their supervisors. We have an open communications policy where employees are encouraged to report concerns to their supervisors or to appropriate representatives from the Human Resources, Internal Audit, Legal or Loss Prevention departments. Individuals may also report concerns through a confidential [Ethics Hotline](#), which is operated by an independent third party and available at any time for both internal and external complaints. Details of the calls submitted to our Ethics Hotline are reviewed by our management team and, as appropriate, with the Audit Committee of our Board of Directors. We prohibit any form of retaliation against any Associate making a good faith report of a violation/suspected violation of the Code, TCP policies, established procedures or for cooperating in an investigation.

## Governance

Responsibility for the implementation of our human rights initiatives resides with the Group Vice President, Human Resources and Vice President, Environment and Social Responsibility, who report directly into the Chief Operating Officer. The Audit Committee of the Board of Directors oversees our



Environment, Social and Governance strategy, including risk management activities related to human rights. The Audit Committee meets on a regular basis to review social policies and practices to align those efforts with The Children's Place overall business strategy.

The focus areas detailed in this policy are informed through collaboration with external stakeholders. These partners help us more effectively contribute to finding solutions to complex human rights issues. We will continue to seek input from our partners as we develop new policies and initiatives, and expand our public disclosures on human rights issues to demonstrate accountability to our commitments.