

**VENDOR COMPLIANCE REQUIREMENTS FOR  
SOURCING AND MANUFACTURING MERCHANDISE**

Stage Stores Vendor Compliance Requirements for Sourcing and Manufacturing Merchandise is intended to explain the minimum requirements that Stage Stores expects its vendors to satisfy in connection with the manufacture of its merchandise. Vendors are required to certify compliance with these standards upon request. If a vendor fails to certify its compliance with these standards, Stage Stores may require that corrective action be taken, up to and including terminating its relationship with that vendor.

**Compliance with Laws & Regulations**

Stage Stores vendors must comply with all applicable laws, regulations, and other legal requirements for all locales where they operate. If the compliance requirements in these terms provide a stricter standard, then the vendor must meet the minimum standards established by these terms.

**No Use of Forced Labor**

Vendors must not use involuntary or forced labor, regardless of whether in the form of indentured, bonded, prison or labor obtained through slavery or human trafficking.

**No Use of Child Labor**

Vendors must not use workers under the age of 14. If the minimum working age or age for completing compulsory education in the country of manufacture is older than 14, then workers must be at least that age.

**No Discrimination**

Vendors must not discriminate in hiring, compensation, benefits, advancement, discipline, termination or other employment practices, on the basis of gender, race, color, religion, nationality, age, disability, or sexual orientation.

**No Harassment or Abuse**

Vendors must treat workers with respect and dignity. Workers must not be subject to corporal punishment, or physical, sexual, psychological or verbal harassment or abuse.

**Health & Safety**

Vendors must provide workers with a safe, healthy and clean workplace designed to prevent accidents and injuries related to their work.

**Wages & Benefits**

Vendors must pay workers at least the minimum wage required by local law. If no minimum wage law applies, the vendor must pay workers the prevailing industry wage. Vendors must also pay workers for overtime hours at a premium rate in accordance with applicable law. In countries that have not established premium overtime rates, vendors must not pay workers less than their regular hourly rate for overtime hours. All benefits required by law or regulation must be provided, including paid holidays and vacations.

**Work Hours**

Vendors must provide at least one day off in every seven day period. Workers should not be required to work more than 60 hours a week except in extraordinary business circumstances.

**Compliance & Auditing**

Vendors must communicate these terms to their factories, supervisors, workers and subcontractors. Vendors are strongly encouraged to use an independent third party to conduct periodic audits of factories, including those operated by subcontractors, to verify that they are complying with these terms. Stage Stores reserves the right to audit factories producing its private label products. These audits may be unannounced and conducted by third parties and/or Stage Stores' personnel. If Stage Stores determines that a particular factory does not comply with these standards, Stage Stores may work with the vendor to develop and implement an appropriate corrective action plan. Nonetheless, Stage Stores reserves the right to end its relationship with a vendor for an egregious or ongoing violation of our minimum standards.