

# **GENESCO, INC.**

## **ENGAGEMENT STANDARDS**

It is Genesco's /Johnston & Murphy's policy that these basic principles are essential business applications. Genesco will do business with vendors who share our commitment to these standards.

No person shall be employed unless he or she has reached the greater of: the age of 16 or the minimum age for work established by local law.

Workers shall be voluntarily employed. No prison, convict, slave, indentured, bonded or other forced labor will be permitted.

No employee shall be subject to corporal punishment, coercion, threats of violence or any form of physical, sexual, mental or verbal abuse.

Compliance with the law is required including the observation of any local legal requirements and restrictions on wages, benefits, hours worked or work performed.

Employers will provide safe and healthy working conditions.

No harm to the environment is intended in the conduct of our business.

Integrity and honesty are essential to doing business.