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CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

We take pride in conducting J.Jill business in accordance with the highest ethical standards and laws of the United States and the countries where our merchandise is made. The integrity of the production process is just as important as the quality of the products we sell. We take the following actions to address human trafficking and slavery in our direct product supply chain:

- a. VERIFICATION OF PRODUCT SUPPLY CHAINS: J.JILL has a robust ongoing internal risk assessment program representing a collaborative effort between internal and external business partners. Prospective factories are physically inspected by external and internal resources for viability. Additionally, all new factories must prove compliance and be approved by the CSR department before production may begin. 
- b. INDEPENDENT, UNANNOUNCED AUDITING: We conduct annual independent, unannounced audits using third-party service providers against the J.JILL Terms of Engagement–Commitment to Ethical Sourcing. When noncompliance is identified, we require Suppliers to respond to each issue with a timeline for remediation. We will terminate our relationship with factories with significant issues when there is insufficient evidence of improvement.
- c. SUPPLIER CERTIFICATION: Suppliers annually sign J.JILL's Terms of Engagement–Commitment to Ethical Sourcing, thereby certifying that the manufacture of our products is free from slavery and human trafficking. J.JILL's Suppliers provide assurances that they are in compliance with

legislation pertaining to slavery and human trafficking in the countries where they operate, and this is verified during regular factory visits conducted by external and internal resources.

- d. MAINTENANCE OF INTERNAL ACCOUNTABILITY STANDARDS AND PROCEDURES: J.JILL publishes Standards of Conduct and Expectations, which all associates must acknowledge in writing annually. Our Standards stipulate disciplinary action, including termination, will be taken for employee noncompliance, depending upon the severity. In addition, our agreements with buying agents include requirements to follow J.JILL compliance standards and we have the right to terminate in the event the agreement is breached by the agent.
- e. STAFF TRAINING ON IDENTIFYING AND PREVENTING SLAVERY AND HUMAN TRAFFICKING: J.JILL conducts biannual Supplier Assessment reviews involving the CSR department and all other departments who interact with our product supply chain. These reviews assess supplier performance and risk across a number of critical non-CSR and CSR areas, including slavery and human trafficking.

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