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HANES*brands*INC

September 16, 2008

Ms. Joanne Bauer and Mr. Christopher Avery  
Business and Human Rights Resource Centre  
333 Seventh Avenue, 14<sup>th</sup> Floor  
New York, NY 10001

Re: Mediterranean Garment Factory

Dear Ms. Bauer and Mr. Avery:

I am in receipt of your note dated September 11, 2008 in which you request comment from Hanesbrands on the recent situation at Mediterranean Garment Factory. The National Labor Committee referenced in their internet posting a range of compliance issues at the facility which lead to an all-out strike by workers. To our knowledge, the NLC posting was based entirely on the communications from a small group of workers who were on strike. While we do not dispute that a strike occurred in early September, we do not agree with many of the allegations in the NLC posting.

Hanesbrands has audited the Mediterranean facility three times since January, 2008 (all unannounced) - the latest time just days before the strike. The two-day audit conducted in January by Intertek Testing Services ("ITS") revealed a number of health and safety issues and excessive overtime, averaging in the low 70's of total hours worked per week. It did not identify any issues with payroll, physical abuse or the withholding of passports. As part of its audit, ITS privately and confidentially interviewed 40 workers, all of whom confirmed that they were treated with "dignity and respect." A corrective action plan was issued to the facility requiring the prompt correction of all identified issues.

As a follow-up to the January audit and to monitor progress of the corrective action plan, ITS again audited the facility (unannounced) on April 22, 2008. This audit revealed that nearly all problems identified in the earlier audit had been corrected and that overtime had reduced to the mid-60's in total hours worked per week. All overtime was voluntary.

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In late August, just days before the strike began, our head of compliance for Asia was coincidentally at the facility again conducting an unannounced audit. We are frequently in facilities with internal compliance teams or 3<sup>rd</sup>-party auditors to continuously monitor them. This audit did identify issues with some employees (although nowhere near 60% as alleged) whose passports were being held by management. Some were simply in the process of visa renewals where the factory needs temporary possession in order to process the paperwork. The factory should not unnecessarily withhold passports, and we are already following-up on that issue. This audit also identified minor issues in how annual leave was computed and paid and very short payroll delays. These, too, are being promptly addressed.

While the audit last month did reveal the issues identified above, it do not identify, after again talking with numerous employees in the interview process, evidence of excessive overtime as alleged. There was also no evidence of threats, beatings etc. by management – very consistent with the January and April audits in which all interviewed employees indicated that they were treated with dignity and respect. There was also no evidence that workers were prevented from leaving the export zone. Their dorm is actually outside of the export zone, so there is no way for their off-hours movement to be restricted. Finally, there was no evidence that workers were “cheated out of wages.” To the contrary, the audit found the books and records to be in order and worker interviews confirmed the same.

The strike ended early last week with concessions made by management on the core issue of the 25 JD food and housing deduction. All workers have returned to work. Hanesbrands was in daily contact with individuals “on the ground” during the strike monitoring the progress of negotiations which were lead by a very engaged Jordanian Ministry of Labor.

In summary, Hanesbrands takes the issue of factory compliance with our Global Standards for Suppliers very seriously. We continuously monitor suppliers using third-party and internal audit teams, work very closely with the World-Wide Responsible Accreditation Program (“WRAP”), and have recently joined the Fair Labor Association (“FLA”). We are heavily engaged now in the process of completing a two-year accreditation process with the FLA to become a fully accredited member. We have also worked on a number of issues with the NLC in the past and welcome the opportunity to constructively engage going forward to identify and correct issues of concern at the facility level.

Thank you for the opportunity to provide our perspective on the recent issues at Mediterranean. If you have any questions at all, please do not hesitate to call me.

Sincerely,



Christopher C. Fox  
VP, Corporate Social Responsibility