



## Standards of Vendor Engagement

Target conducts business in an ethical manner. Respect for human rights is a fundamental principle throughout our business practices and standards. We expect our vendors to share our ethical concerns and uphold our standards. We hold all vendors, manufacturers, contractors, subcontractors and suppliers, accountable for abiding by these standards throughout our supply chain and in the manufacture and finishing of products ordered by Target. The following standards are used in assessing vendors and factories:

### **Safe and Healthy Workplace**

Our vendors must work with factories that provide a safe and healthy workplace and comply with local laws. If factories provide residential facilities for their workers, they must be safe, healthy and in compliance with local standards.

### **No Forced or Compulsory Labor**

We condemn forced labor and will not knowingly work with vendors who use forced labor in the manufacture of products for Target.

### **Fair Disciplinary Practices**

We will not knowingly work with vendors whose factories utilize physical or mental punishment against their employees.

### **No Discrimination**

We respect cultural differences, and believe workers should be employed based on their abilities, rather than their race, gender, personal characteristics or beliefs and encourage our vendors to eliminate discrimination in their workplaces.

### **Reasonable Working Hours and Overtime**

We seek vendors who work with factories that do not require a work week that exceeds local laws or business customs and who do not require a work week of more than 48 hours, plus a maximum of 12 hours overtime, on a regularly scheduled basis. Workers shall have at least one in seven days off.

### **Fair Wages**

We seek vendors who work with factories that provide wages and benefits in compliance with local laws. We encourage our vendors to commit to the betterment of wage and benefit levels to address the basic needs of workers and their families.

### **No Child Labor**

We will not knowingly work with vendors whose factories utilize child labor. We define child labor as either being below the local minimum working age, or the age of 15, whichever is greater.

### **Environment**

We seek vendors whose factories operate in compliance with local environmental laws and that work to minimize their impact on their surroundings and global resources.

### **No Bribery**

We seek vendors who aspire to the highest ethical standards in their business practices and their interactions with Target. Vendors and factories must not offer anything of value to Target team members in an attempt to influence audit results or any other business decision. Target holds itself to the same standard and will not solicit anything of value from its vendors or factories.

***Reporting Misconduct:*** *If you encounter what you believe to be a potential violation of local laws or regulations, Target's Standards of Vendor Engagement, or unethical behavior, you may confidentially report your concerns to Target by emailing [integrity@target.com](mailto:integrity@target.com). Retaliation of any kind against an individual who reports concerns in good faith violates Target's principles and will not be tolerated.*