

tapestry

COACH | kate spade | STUART WEITZMAN

Code of Conduct - Photo/Video Shoots & Fashion Shows and Presentations

The safety, security and welfare of the individuals with whom we work is a priority, and we seek to ensure all our partners and vendors adhere to our principles and policies and comply with all applicable laws and regulations. This code of conduct applies to vendors and partners who work with Tapestry, Inc. and its subsidiaries and affiliates, and establishes protocols for a safe and respectful working environment for photo/video shoots and fashion shows and presentations.

1. Laws applicable to working with models and others on shoots and fashion shows and presentations must be complied with in all respects. We are also committed to providing a safe and respectful working environment. We prohibit harassment, discrimination and retaliation; we have a zero-tolerance policy.
2. Models appearing in fashion shows, campaigns and presentations must be at least 16 years old, unless promoting children's products or pre-approval is granted by the Brand CEO. All models under 18 shall be required to have a parent or guardian (or a chaperone, approved in writing, by the parent or guardian) with them on set and/or back stage at all times.
3. Closed sets are prohibited, and employees of Tapestry, its subsidiaries and affiliates must be provided with access to the production. At no time should a model or others be left alone on set with individuals linked to the production (including photographers, make-up artists, stylists, etc.). Models and other talent are not expected to meet with photographers, company representatives or other vendors outside of the office and/or outside regular working hours to be considered for work on our projects.
4. The general nature of the shoot, fashion show or presentation will be explained in advance to the model or talent before the shoot. Any concepts that include nudity, semi-nudity, simulated drug or alcohol use, or sexually suggestive poses must be pre-approved in writing by the Brand CEO and personally approved by the model in writing in advance of the shoot or event.
5. Alcohol and non-prescription drugs are not permitted on the premises of a shoot or backstage at fashion shows or presentations (exceptions may be made where alcohol is being used as a prop).
6. For shoots, a private dressing/changing area will be provided for models to use. For fashion shows and presentations, dressing areas will be provided and only individuals needed for the show or presentation should be permitted back stage.
7. The working hours of models and other talent should be tracked and comply with applicable law. Breaks required under applicable law must be provided.
8. Models and other individuals shall be treated with dignity and professionalism, and shall not be exposed to dangerous, degrading or demeaning activities.
9. Contracts must ensure that the model (or his/her agency) will be able to be paid within the timeframes required by law.

Violations of this code of conduct should be reported to Amy Melican, Vice President & Deputy General Counsel, at amelican@tapestry.com or (212) 868-8902. Issues may also be reported (anonymously, if desired) by contacting the Tapestry, Inc. Ethics and Compliance Reporting System online at www.tapestry.ethicspoint.com, or call a representative at 1.800.396.1807 (for matters in the United States).