



June 28, 2019

Mainland Headwear Holdings Limited  
Room 1001 – 1005, 10/F., Tower 2, Enterprise Square 1,  
No. 9 Sheung Yuet Road, Kowloon Bay,  
Kowloon, HONG KONG

**Re: FLA Accreditation of Social Compliance Program**

Dear Mainland Headwear Holdings Limited:

I am writing to express my congratulations once again for Mainland Headwear's achievement in having your social compliance program accredited by the Fair Labor Association on February 28, 2019. All Mainland Headwear staff can be quite proud of such an exemplary accomplishment.

Our Social Compliance staff have specifically noted Mainland Headwear's: robust training for workers, supervisors, and managers, including pre- and post-test evaluations; data analyses conducted cumulatively across customer audits to inform the development of its social compliance program; the implementation of a working-hours improvement strategy to reduce excessive overtime; and engagement with civil society organizations in Bangladesh on women's health training programs. I offer my own appreciation for these positive steps on behalf of workers, and I look forward to the FLA's continued work with Mainland Headwear. We support your efforts to build a continuously-improving workplace that closely adheres to international labor standards and makes a positive difference in workers' lives.

We look forward to more Participating Suppliers following Mainland Headwear's example.

Sincerely,

A handwritten signature in black ink that reads "Sharon Waxman". The signature is fluid and cursive, written in a professional style.

Sharon Waxman, President and CEO  
Fair Labor Association