BESPOKE HONEY APPAREL LLC

Corporate Social Responsibility Policy

Companion to the b.Honey Workplace & Supplier Code of Conduct

Draft Version 1.1 · September 2026

Registered with the Fair Labor Association as a Licensee (Affiliate ID 6869) through 12/31/2026.

1. Our commitment

Beauty with Meaning. That is the promise behind every b.Honey piece — and responsibility is what gives it meaning.

Bespoke Honey Apparel LLC is the company behind the b.Honey brand. We create feminine, elevated accessories designed to be worn every day, every way. We believe exceptional design is timeless and purposeful, and that the same care we put into hand-feel, color, and finish must extend to the people who make our products, the communities and campuses who wear them, and the environment we all share.

This Corporate Social Responsibility Policy sets out how we act on that belief. It sits alongside our Workplace & Supplier Code of Conduct: the Code states the labor standards we require, and this Policy states the broader social, environmental, ethical, and community commitments we hold ourselves and our partners to. Continuous progress — not perfection on day one — is the standard.

2. Scope and applicability

This Policy applies to:

- Bespoke Honey Apparel LLC, its founders, employees, interns, brand ambassadors, and representatives;
- All suppliers, manufacturers, contractors, subcontractors, decorators, and agents that produce, process, finish, or handle accessories or related products for the b.Honey brand;
- Any facility or entity in the supply chain that contributes to goods sold under the b.Honey name; and
- All workers at those facilities — permanent, temporary, contract, migrant, or otherwise.

Bespoke Honey exclusively contracts with a well-established single-source manufacturer partner holding SA-8000 certification, together with a domestic decoration partner. Partners are responsible for ensuring their own subcontractors and upstream suppliers meet equivalent standards. Bespoke Honey reserves the right to assess performance against this Policy at any tier of the supply chain.

3. Legal compliance and the highest standard

All parties subject to this Policy shall comply with the relevant laws and regulations of the countries in which they operate — including labor, social security, health and safety, environmental, consumer protection, customs, trade, licensing, advertising, and data privacy requirements. Where national law and this Policy differ, the highest standard shall apply.

Meeting the requirements of this Policy does not relieve any party of its obligation to obey local law.

4. Our responsibility standards

The following standards define responsible conduct for Bespoke Honey and every partner who works with us. The labor elements of Section 4.1 are governed in full by our Workplace & Supplier Code of Conduct and the Fair Labor Association Fair Labor Code; the remaining sections extend those principles to the rest of our business.

4.1 People and labor

We require respect for the employment relationship, nondiscrimination, freedom from harassment or abuse, no forced labor, no child labor, freedom of association and collective bargaining, safe and healthy working conditions, lawful hours of work, and fair compensation, exactly as set out in our Workplace & Supplier Code of Conduct. Nothing in this Policy reduces those requirements.

4.2 Environment and resource use

Partners shall adopt responsible measures to mitigate the negative impacts their operations have on the environment, including sound management of water, energy, chemicals, wastewater, air emissions, and waste, and shall hold the permits their operations require. Bespoke Honey commits to designing for longevity rather than disposability, favoring natural fibers such as mulberry silk twill and cotton voile, keeping production runs disciplined to limit unsold inventory, and reducing packaging to what protects the piece.

4.3 Responsible sourcing and materials

We source only materials whose origin our partners can document, and we expect traceability of fiber, dye, and trim inputs on request. Restricted substances, unsafe dyes, and undisclosed material substitutions are prohibited. Cotton, silk, and canvas inputs may not originate from regions or facilities associated with forced labor.

4.4 Product safety and quality

Every piece must be safe as worn and must perform as described. Partners shall meet applicable product safety, labeling, and country-of-origin requirements, and shall notify Bespoke Honey immediately of any defect, contamination, or recall risk. Our published warranty and fabric, size, and care claims must be accurate and verifiable.

4.5 Fair and transparent commercial practice

We plan orders, lead times, and ship windows realistically so that no partner is pushed into unlawful overtime or subcontracting to meet our dates. We pay agreed prices and terms, we do not demand price reductions that undermine lawful wages, and we honor commitments to reservation and pre-sale customers, including telling them plainly when artwork or production is not yet ready.

4.6 Licensing integrity and intellectual property

b.Honey sells collegiate products only under valid license. Every university mark is used in approved form, on approved products, from approved artwork, and royalties are reported and paid in full on the correct basis. We respect the intellectual property of others and require the same of our partners; counterfeit, unlicensed, or knock-off production is grounds for immediate termination.

4.7 Ethics, anti-corruption, and conflicts of interest

Bribery, kickbacks, facilitation payments, and improper gifts are prohibited in every direction, including in customs and inspection dealings. Partners shall keep accurate books and records, comply with applicable anti-corruption, anti-money-laundering, sanctions, and competition laws, and disclose any conflict of interest involving Bespoke Honey personnel or their families.

4.8 Privacy, marketing, and customer respect

We collect the minimum customer information our service requires, protect it, and never sell it. Reviews, ambassador content, and customer photographs are used only with consent and never fabricated. Rewards and promotions are described in plain terms, including how they are earned, verified, and when they expire, and we do not market in ways that mislead students, families, or campus communities.

4.9 Community and campus respect

b.Honey is a family accessory house built around campus tradition, and we conduct ourselves as a guest of the communities that carry it — respecting each university's marks, traditions, and guidelines, working openly with licensing offices and campus partners, and treating students, families, and staff with courtesy in every interaction. This Policy makes no financial or charitable commitment to any organization, and we will not describe a donation, cause, sponsorship, or partnership in ways broader than the facts support. Any future community support will be decided deliberately, documented, and reported honestly.

5. Implementation, monitoring, and continuous improvement

We expect our partners to:

- Maintain clear written policies and management systems that support compliance with this Policy;
- Communicate these standards, in languages workers understand, to every person on the floor and in management;
- Keep accurate records of hours, wages, contracts, material origin, chemical use, waste handling, and other documentation needed to demonstrate compliance;
- Allow announced and unannounced assessments by Bespoke Honey or our designated representatives;
- Provide full access to facilities, confidential worker interviews, and relevant records; and
- Act promptly to remediate any non-compliance and prevent it from recurring.

Bespoke Honey assigns ownership of this Policy to its founders, reviews performance against it at least annually alongside the Code of Conduct, and maintains our Fair Labor Association registration in good standing. Partners may be asked to join capacity-building efforts, complete corrective action plans, or undergo third-party verification as a condition of continued collaboration. We prefer long-term relationships built on shared standards and mutual respect.

6. Worker and stakeholder voice, grievance mechanisms, and non-retaliation

Workers, customers, ambassadors, and partners must have access to effective, confidential, and accessible channels to raise concerns about working conditions, environmental practice,

licensing integrity, or any part of this Policy without fear of retaliation. Suppliers shall maintain internal grievance mechanisms and shall never punish, intimidate, or discriminate against anyone who reports a concern in good faith.

Just as our own small team reads every message and writes back personally, we believe every voice deserves to be heard. All reports will be treated seriously and investigated appropriately.

7. Consequences of non-compliance

Failure to comply with this Policy, or failure to remediate identified issues in a timely and satisfactory way, may result in suspension or termination of the business relationship, cancellation of outstanding orders, and any other remedies available under law or contract. Serious or willful violations — including forced labor, child labor, severe harassment or abuse, unlicensed use of university marks, environmental offenses, or corruption — will receive the highest priority and may lead to immediate termination.

8. Acknowledgment and acceptance

By accepting a purchase order or entering a business relationship with Bespoke Honey Apparel LLC, the supplier or partner acknowledges that it has received, read, and understands this Corporate Social Responsibility Policy and the accompanying Workplace & Supplier Code of Conduct, and agrees to comply with all of their requirements. The supplier further agrees to ensure that its own suppliers and subcontractors adhere to equivalent standards.

This Policy may be updated from time to time. The current version will be shared with partners and made available upon request. Continued business with Bespoke Honey constitutes acceptance of the then-current Policy.

Beauty with Meaning

Soft details, big energy. Bespoke Honey Apparel LLC · Crafted with care for people and product.

Bespoke Honey Apparel LLC · 601 Carlson Parkway, Minnetonka, MN 55305 · founders@bhoney.shop · This Policy accompanies our Workplace & Supplier Code of Conduct, which incorporates the Fair Labor Association Fair Labor Code (www.fairlabor.org).