



WORKWEAR OUTFITTERS, LLC
THIRD PARTY MARKETPLACE SELLING POLICY
Effective January 1, 2026

Workwear Outfitters, LLC (“WWOF”) develops, markets and sells premium workwear apparel and accessories in the United States. By investing in product design, development, innovation, technology and personnel, WWOF has established a strong reputation of providing high quality products with a premium image.

In order to maintain the integrity and premium image of our brands (Red Kap, Bulwark, Horace Small, Kodiak, Terra, Workrite, Liberty), WWOF has established the following Third Party Marketplace Selling Policy (the “Policy”), which is applicable to every distributor or reseller (“Distributor”) of WWOF’s products located in the United States.

The Policy

Distributors are not authorized to market, advertise, list, offer for sale, sell or fulfill orders for Red Kap, Bulwark, Horace Small, Kodiak, Terra, Workrite, Liberty products (the “Products”) as a third party seller on any Third Party Marketplace without prior written authorization from the Policy Administrator, which WWOF may provide in its sole discretion. WWOF sales, account or other representatives or associates are not authorized to reach any agreement with a Distributor concerning this Policy. For purposes of this Policy, “Third Party Marketplace” means any e-commerce storefront or website that allows multiple third party sellers to sell merchandise directly to consumers and for which the shopping cart and checkout process occurs directly on such sites by the marketplace operator. WWOF will monitor the selling activity across these marketplace platforms. This Policy is in addition to WWOF’s Internet Minimum Advertised Price (IMAP) Policy.

Unilateral Nature of Policy

The Policy is unilaterally adopted by WWOF, and is not an agreement or an offer to form an agreement. WWOF is not requesting, and will not accept, any agreement regarding a Distributor’s compliance with this Policy.

Non-Compliance with Policy

WWOF reserves the right to discontinue any Distributor found to be in violation of this Policy and will hold Distributors who sell to other resellers responsible for compliance with this Policy. WWOF will unilaterally decide when and what enforcement action is necessary to ensure compliance with this Policy. WWOF may enforce this Policy, in its sole discretion, on specific violators by taking such actions as it deems necessary, including holding shipments, limiting order quantities, requiring prepayment terms, denying discounts, and/or denying sales altogether.

Nothing in this Policy changes or affects WWOF’s ability in its sole discretion to maintain or close an account of any Distributor at any time, with or without cause. WWOF’s decisions concerning this Policy

and its enforcement are non-negotiable.

Modifications to Policy

WWOF may, at any time and at its sole discretion, change, suspend, modify, discontinue or rescind in whole or in part this Policy. WWOF will provide prior notice of any such changes, generally not less than thirty (30) days in advance.

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Communication

No sales, account or other representative or associate of WWOF may discuss this Policy or its enforcement with Distributors. Any questions, comments or requests for additional information regarding this Policy must be addressed to the Policy Administrator at policyadmin@wwof.com.