

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010

Jos. A. Bank Clothiers, Inc. (the “Company”) makes the following disclosures pursuant to the California Transparency in Supply Chains Act of 2010:

1. Senior members of the Company’s merchandise and legal departments meet periodically to verify the Company’s product supply chain and evaluate and address the risks of human trafficking and slavery. The verification is not conducted by a third party.
2. The Company conducts, or directs that there shall be conducted, audits of most of its suppliers to evaluate compliance with Company standards regarding trafficking and slavery in supply chains. Most of the audits are performed by independent third-parties; some are performed by Company associates. The audits may be conducted in connection with scheduled visits to suppliers, but the suppliers are not notified in advance that one of the purposes of the visit is the audit.
3. The Company requires each direct supplier to certify that materials incorporated into the product which it supplies to the Company comply with the laws regarding slavery and human trafficking of the country or countries in which the supplier is doing business.
4. The Company maintains internal accountability standards and procedures for employees or contractors failing to meet Company standards regarding slavery and trafficking.
5. The Company provides Company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.