



Standards of Vendor Engagement

Target Corporation (TGT), and its affiliated companies, conducts its business in an ethical manner. We are concerned about human rights. We expect our business partners to share our ethical concerns. We use the following standards in selecting our business partners and expect compliance with these standards by our business partners, including all manufacturers, contractors, subcontractors and suppliers utilized in the manufacture and finishing of products that are ordered by TGT or any of its affiliated companies.

Safe and Healthy Workplace

We seek business partners who provide a safe and healthy workplace that complies with local laws. Business partners who provide residential facilities for their workers must also provide safe and healthy residential facilities in compliance with local standards.

No Forced or Compulsory Labor

We will not knowingly work with business partners who use forced labor in the manufacture of products for our stores.

Fair Disciplinary Practices

We will not knowingly work with business partners who utilize physical or mental punishment against their employees.

No Discrimination

While we respect cultural differences, we believe workers should be employed based on their abilities, rather than their race, gender, personal characteristics or beliefs, and encourage our business partners to eliminate discrimination in their workplaces.

Reasonable Working Hours and Overtime

We seek business partners that do not require a work week which exceeds local laws or business customs, and encourage our business partners not to require more than a 60-hour work week on a regularly scheduled basis, except for compensated overtime in compliance with local laws.

Fair Wages

We seek business partners that provide wages and benefits in compliance with local laws, and encourage our business partners to commit to the betterment of wage and benefit levels that address the basic needs of workers and their families.

No Child Labor

We will not knowingly work with business partners who utilize child labor. We define child labor as either being below the local minimum working age, or the age of 14, whichever is greater. We do make an exception for legitimate apprenticeship programs.

Country of Origin

We will not knowingly work with business partners who use deceptive practices to deliberately misrepresent country of origin in order to evade quota or other import restrictions or duties on any products that will be sold in our stores.