

VENDOR COMPLIANCE MANUAL

Ross Stores, Inc.

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* 4.11 previously titled “California Green Chemistry”

**4.12 combines “Washington Children’s Safe Products Act” and “Oregon Toxic-Free Kids Act”

1.0 ADDITIONS & UPDATES

1.1 Additions

[California Safe Cosmetics Act \(May 2022\)](#)

[Modernization of Cosmetics Act of 2022 \(June 2023\)](#)

[Washington State Toxic-Free Cosmetics Act \(June 2023\)](#)

[Product Testing and Protocols \(July 2023\)](#)

[Safety Standards for Products Requiring Button Cell or Coin Batteries and Packaging Requirements for Button Cell or Coin Batteries \(November 2023\)](#)

[New York State Ban on 1,4 Dioxane in Cosmetics, Personal Care, and Cleaning Products \(May 2024\)](#)

[Washington State Lead in Cookware Act \(May 2024\)](#)

1.2 Updates/Revisions

[Decorative/Seasonal Lighting, Extension Cords and Hair Dryers - CPSC Substantial Product Hazards \(May 2022\)](#)

[Long-Chain Perfluoroalkyl Carboxylate and Perfluoroalkyl Sulfonate Chemical Substances \(PFAS\) \(May 2022\)](#)

[California Safer Consumer Products Regulation \(May 2022\)](#)

[Vendor Code of Conduct updated to add "Pricing" \(December 2022\)](#)

[Safety Standards for Clothing Storage Units \(January 2023\)](#)

[Long-Chain Perfluoroalkyl Carboxylate and Perfluoroalkyl Sulfonate Chemical Substances \(PFAS\) Renamed "PFAS Chemicals" and updated with additional State requirements \(May 2023\)](#)

[Safety Standards for Clothing Storage Units \(May 2023\)](#)

[Cosmetics Labeling Requirements renamed "Cosmetics – Federal Requirements" \(June 2023\)](#)

[Drawstrings in Children's Apparel updated to add New York State \(October 2023\)](#)

[Pricing \(November 2023\)](#)

[Bedding, Furniture and Quilted/Filled Apparel – Registration and Licensing updated to add Utah requirements for recycled material claims \(January 2024\)](#)

[PFAS Chemicals updated with additional State requirements \(May 2024\)](#)

[Revised "Product Testing and Protocols" \(May 2024\)](#)

[Vendor Code of Conduct updated to add "Confidentiality" \(October 2024\)](#)

[PFAS Chemicals updated with additional State requirements \(November 2024\)](#)

2.0 INTRODUCTION

2.1 Purpose of this Manual

Ross Stores, Inc. is committed to ensuring that products sold at Ross Dress for Less and dd's DISCOUNTS stores (collectively "Ross") are safe for their intended use, and comply with all applicable standards, requirements, rules, and regulations. This manual is intended to provide you with an overview of many of the requirements applicable to the products Ross offers for sale in its stores, as well as internet links to references to sources of additional information.

This manual is not intended to be a complete catalog of all applicable product regulations. Under the terms of our purchase order, it is your responsibility as the vendor to ensure that all products comply with all applicable federal, state, and local statutes, rules, and regulations. Moreover, standards and regulations regarding consumer products are continually changing, and Ross expects all of its vendors to remain current on requirements that apply to their products. This manual also will be updated periodically; vendors are expected to monitor for updates, which will be reflected at the [Ross Partners Website](#).

We thank you for your cooperation and support.

2.2 Vendor Responsibilities

This manual applies to all products supplied by vendors to Ross.

The terms under which you sell your products to Ross include a warranty that all merchandise is safe and fit for the use for which it was manufactured, free from materials which may be injurious to persons, and manufactured in accordance with all laws on the federal, state, and local levels.

3.0 VENDOR CODE OF CONDUCT

3.1 Vendor Code of Conduct

Ross is committed to ensuring that working conditions in Ross's supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are responsibly undertaken. Not only does Ross require that your merchandise comply with all laws on the federal, state, and local levels, but Ross also requires that your operations comply with national and international standards regarding labor and human rights, health and safety, the environment, ethics, and intellectual property.

Accordingly, Ross has established the general principles below, which represent Ross's minimum expectations and serve only as a starting point for you to evaluate your practices and working conditions, and those of your subcontractors. Failure to do so may result in Ross's suspension of all shipments of your merchandise and termination of your relationship with Ross.

Ross also has a general Code of Business Conduct and Ethics, which contains general conduct requirements for both Ross, its employees and its vendors, available at [Ross Stores - Corporate Governance](#). All vendors are responsible for abiding by the general conduct requirements in Ross's Code of Business Conduct and Ethics.

3.2 Labor Standards

Vendors must comply with applicable national and international laws and regulations with regard to their employment practices and policies, including minimum wage, overtime, and benefits requirements relating to the vendor and to any contractor or subcontractor. No vendor shall use forced or child labor. Vendors must not subject workers to corporal punishment, physical, sexual, psychological, or verbal harassment, or other forms of mental/physical coercion, abuse, or intimidation. Vendors must maintain procedures by which workers may report violations of the standards without fear of reprisal.

To the extent contractors or subcontractors play a role in the production of the goods you supply to us, you must ensure that they, too, adhere to these laws and regulations.

Related Links:

[United States Department of Labor](#)

Child Labor

Ross will not continue a relationship with any vendor that uses or permits the use of child labor in any of its facilities. A "child" is any person who is younger than 15 (or 14, if applicable under the law) or younger than the age for completing compulsory education in a country in which such age is higher than 15.

Forced Labor

Ross will not continue a relationship with any vendor that uses or permits the use of forced labor in any of its facilities. "Forced labor" is that which is not offered voluntarily and is extracted from a person under the threat of penalty, included but not limited to prison labor, indentured labor, and bonded labor.¹

Discrimination

Vendors must make employment decisions (hiring, wages, benefits, promotions, termination, and retirement) based on ability and competency, and not on personal characteristics, such as gender, age, disability, sexual orientation, race, or religion, among other similar factors.

Harassment or Abuse

Vendors must ensure all workers are treated with dignity and respect, and not subject to harassment or abuse in their employment, including physical, verbal, sexual, or psychological harassment or abuse.

¹ See Also, Ross Vendor Notice Memo – Forced Labor – China's Xinjiang Uyghur Autonomous Region (XUAR)

Free Association

Vendors must recognize and respect rights of workers to freedom of association and collective bargaining.

Health and Safety

Vendors must comply with all applicable, legally mandated standards for workplace health and safety, including but not limited to standards for workplace safety (e.g., applicable workplace or building fire and similar safety codes).

Wages and Benefits

Vendors must comply with applicable laws regarding worker wages and benefits, as well as applicable local manufacturing or industry practices. Vendors must compensate workers for overtime at legal premium rates. In the absence of such laws, vendors must pay overtime wages at a minimum equal to regular hourly wage rates.

Women's Rights

Vendors must ensure that women are treated equally in all facets of employment.

Working Hours

Vendors must operate based on prevailing local work hours and observe applicable laws regarding vacation time, leave period, and holidays. Any time worked beyond the norm must be compensated according to local labor laws.

3.3 Improper Payments and the Foreign Corrupt Practices Act

Vendors must not participate in any bribes, kickbacks, or other similar unlawful or improper payments given or received by any person to obtain or retain business. Vendors must comply with the Foreign Corrupt Practices Act, which prohibits giving money or anything of value to foreign government officials, foreign political parties, or foreign political candidates for the purpose of influencing a foreign government. This includes giving payments or anything of value to intermediaries, such as sales representatives.

Related Links:

[United States Department of Justice - Foreign Corrupt Practices Act](#)

3.4 Intellectual Property

Any vendor selling Ross branded merchandise must ensure it is authorized to sell such merchandise to Ross and that selling such merchandise to Ross will not interfere or infringe on the intellectual property or other rights of any third party, including the brand owner.

3.5 Recordkeeping

Many of the statutes, regulations, standards, and requirements discussed in this manual contain provisions on recordkeeping. It is your responsibility to know when recordkeeping provisions apply to the products you sell to Ross. Similarly, Ross has recordkeeping responsibilities in certain situations. You must provide Ross with records it requests pursuant to these obligations within a reasonable time of Ross requests.

3.6 Reporting and Recalls

If you learn of any information, such as a consumer complaint or other incident, which indicates that your product may not comply with an applicable federal, state, or local consumer product safety law, standard, or regulation, you may need to file a report with appropriate governmental authorities, including, but not limited to, the CPSC pursuant to Section 15(b) of the Consumer Product Safety Act.

Section 15(b) requires that you report to the CPSC upon obtaining information which reasonably supports the conclusion that a product (1) does not comply with a consumer product safety rule or (2) contains a defect that could create a substantial risk of injury or presents an unreasonable risk of serious injury or death.

Similarly, you may be required to recall a product from consumers if it fails to comply with applicable consumer product safety laws, standards, or regulations, including, but not limited to, the CPSIA and California's Proposition 65.

If you learn of an issue in which reporting or recall obligations may arise, you must report this to Ross immediately.

Related Links:

[Consumer Product Safety Commission - Recall Guidance](#)

3.7 De-Labeling of Returned/Canceled Goods

If an order is canceled or returned for any reason, all Ross price stickers and/or hangtags must be immediately removed from the merchandise. Should the product be resold by vendor, it must bear no Ross markings, tags or identification.

3.8 Ross Vendor Compliance and Indemnity Agreement*

Ross requires that you execute and return our standard form merchant vendor indemnification agreement before selling any product to Ross.

Please be aware that whether or not you have signed an indemnification agreement, you are responsible for complying with the terms and conditions in Ross purchase orders (which are incorporated by reference into the indemnification agreement), including the obligation to defend and indemnify Ross if a claim is brought against Ross regarding a product you sell Ross. This applies to all products you supply to Ross.

** Also known as Ross Vendor Indemnification Agreement*

3.9 Product Testing and Protocols

Ross is committed to ensuring that products sold at its stores are safe for their intended use and comply with applicable mandatory and industry standards. Ross' product compliance processes are aligned with industry requirements, and they include, but are not limited to Ross-specific testing protocols for certain product categories, which serve as a baseline for compliance.

These protocols prescribe regulations/standards applicable to specific products and the testing methods necessary to verify compliance, representing Ross' **minimum expectations** for the products you supply to us—you remain responsible for ensuring the products you supply to us comply with all applicable laws, regulations, rules, and standards and that they are tested by a third-party testing lab to confirm compliance with both mandatory and industry safety standards. Additionally, CPSIA-related testing for products intended for children age 12 and under must be conducted by a CPSC-accepted lab.

Protocols are available at Bureau Veritas (OneSource), SGS, and Intertek. If there is no specific Ross protocol for the products you are providing to us, you should continue to partner with your third-party testing lab to determine the requirements applicable to your products.

3.10 Pricing

Vendors must comply with applicable national and international laws and regulations with regard to their pricing practices. It is your responsibility to know when particular pricing laws and provisions apply to the products you sell to Ross, including but not limited to the CA and NY Pink Tax laws. Pursuant to these obligations, you must provide Ross with any records it requests related to your pricing within three days of Ross requesting this information.

3.11 Confidentiality

Vendor shall not take or make any photos, videos, or recordings of any kind at any time, including or while on Ross' premises, of any Ross event or meeting in any format (including videoconference or audioconference by Teams, Zoom, Webex, or any other similar service), or of any Confidential Information, without prior written consent of Ross. Vendor at all relevant times shall maintain and ensure the security, safety and integrity of all Confidential Information (including

that of Ross' employees, customers or third-party vendors) maintained or accessed by, or provided to, Vendor, its employees, agents, permitted subcontractors and consultants.

“Confidential Information” means information or materials disclosed by Ross to Vendor or otherwise obtained by or known to Vendor through the relationship contemplated hereby, not generally known in the industry in which Ross is doing business, including, without limitation, any information related to its business operations, its current, future and proposed services and products (including product formulas), its Intellectual Property, financial information (including price lists and purchase orders), information about product manufacturing, retailers and suppliers, marketing and advertising plans, customers, other documentation or data, and the terms of this Manual, along with all copies made.

4.0 TOPICS

4.1 Art Materials

Labeling of Hazardous Art Materials Act (“LHAMA”)

You must ensure that your products comply with the Labeling of Hazardous Art Materials Act/LHAMA and related regulations. LHAMA requires that art materials intended for use in households, schools, or for use by children must be reviewed by a US board-certified toxicologist to determine if they have the potential to produce chronic, long-term health hazards. The Consumer Product Safety Commission (CPSC) has designated ASTM-D4236 as the standard for this determination. Products covered by LHAMA include crayons, chalk, paint sets, modeling clay, coloring books, pencils, and any other product used by children to produce a work of visual or graphic art. LHAMA also requires that the package or container contain a conformance statement or cautionary label.

CPSC Hazard Assessment Procedure for Lead in Crayons

The CPSC considers packages of crayons providing in excess of 15 µg/day intake of available lead to be banned hazardous substances under the Federal Hazardous Substances Act. CPSC guidance identifies a total lead content of more than 100 ppm in any crayon as excessive, above which CPSC will test to determine daily intake.

Related Links:

[Consumer Product Safety Commission - Art Materials Business Guide.](#)

[Consumer Product Safety Commission - Guidelines for Determining Chronic Toxicity of Products Subject to FHSA](#)

4.2 Bedding, Furniture and Quilted/Filled Apparel – Registration and Licensing

Bedding and Furniture Manufacturers of bedding and furniture products including, but not limited to pillows, mattresses, comforters, sofas, upholstered chairs, sleeping bags, children’s car seats and reclining chairs are required to obtain a Uniform Registry Number (URN). The URN identifies the company as the manufacturer of the products and must be printed on any required law labels.

Currently, URNs may be obtained from one of the following states/cities:

[California](#)

[Connecticut](#)

[Delaware](#)

[City of Detroit, MI](#)

[Massachusetts](#)

[New York](#)

[North Carolina](#)

[Ohio](#)

[Oklahoma](#)

[Pennsylvania](#)

[Rhode Island](#)

[Utah](#)

[Virginia](#)

[West Virginia](#)

After registering in one of the states listed above, the issued URN must then be licensed and registered in the remaining states. The types of products requiring registration, associated fees and renewal vary from state to state. Vendors are responsible for ensuring their products are properly registered.

Quilted/Filled Apparel The State of Utah requires the manufacturers of quilted and filled clothing such as gloves, hats, coats, slippers, ski bibs and “after-ski booties” to obtain a license for these products prior to offering them for sale in the state. A URN is not required; manufacturers may provide their Registration Number, Wool Products Label or company name when registering. Additionally, impacted product must include a sterilization permit number on the product label.

Use of Recycled Material (Utah) Claims that a quilted item is made of recycled or reclaimed materials can only be used if the manufacturing facility is Global Recycled Standard (GRS) certified. Manufacturers are responsible for providing the GRS certificate to the state.

Related Links:

[Utah Department of Agriculture - Bedding, Upholstered Furniture & Quilted Clothing Program](#)

[IABFLO Guidance for Law Labels](#)

4.3 Bisphenol-A (BPA)

You must ensure that your products comply with state requirements restricting and/or banning the use of bisphenol-A (BPA) in certain products. These requirements may include federal, state and local regulations, statutes and ordinances. While the product and age ranges to which the restrictions and prohibition apply vary from state-to-state, they all apply to empty bottles or cups and/or reusable containers. (See also, California Proposition 65)

For products to which BPA regulations apply, Ross will not attempt to segregate inventory destined for those locations, absent specific pre-purchase order written notice to the Ross Legal Department and written approval from an appropriate Ross Representative. We will otherwise assume that your products comply with all applicable federal, state and local restrictions on the use of BPA.

4.4 California Air Resources Board Consumer Products Regulations—VOC Emissions

Pursuant to the California Clean Air Act, the California Air Resources Board (“CARB”) administers regulatory requirements for emissions of volatile organic compounds (“VOCs”). These regulations apply to certain types of chemically formulated products that must meet the VOC limits set by CARB. These products include, but are not limited to the following:

Adhesives	Air Fresheners and Other Scented Products
Anti-microbial Agents	Antiperspirants and Deodorants
Arts and Crafts Supplies	Automotive Products
Body, Hand, and Face Cleaners	Cleaners and Degreasers
Dishwashing Products	Electronics Sprays and Cleaners
External Health Use Products	Eyeglass and Contact Lens Care Products
Fabric, Carpet, and Upholstery Care Products (non-laundry)	Facial and Body Treatments
Food-Related Sprays	Fragrance Products
Fuels and Lighter Materials	Fungicides, Nematicides, Herbicides, Insecticides and Repellents
Garden and Lawn Care Products	Hair Care Products
Household Maintenance Products	Laundry Products
Make-up Cosmetics	Nail Care Products
Office Supplies	Oral Care Products
Pool Cleaning Supplies	Sealants and Caulks
Shaving Products	Shoe and Leather Care Products
Solvents and Thinners	Waxes and Polishes

If you supply to Ross any of the consumer products subject to CARB VOC emissions limits, you are responsible for complying with the regulations. Should you have knowledge that the products do not meet these requirements, you

must notify your buyer in writing before the order is placed, so that the buyer can decide whether to go forward with the purchase.

This section of the Ross Vendor's Manual covers the VOC regulations for California. There are additional Federal and state VOC regulations that may also apply to your products.

Related Links:

[California Air Resources Board - Consumer Products Program](#)

4.5 California Appliance Efficiency Standards

Under California's lighting efficiency regulations, all lighting fixtures you supply to Ross must comply with applicable efficiency standards. The regulations apply to "portable luminaires," meaning portable lighting fixtures, including plug-in table and floor fixtures. The regulations apply to all portable luminaires manufactured after January 1, 2010 and sold or offered for sale in California, and require that one of the following conditions be met:

- 1) Be equipped with a dedicated fluorescent lamp socket that meets specified efficiency requirements; OR
- 2) Be a LED luminaire, or a portable luminaire using LED lights including their power supply, meeting certain specified requirements; OR
- 3) Be equipped with GU-24 sockets that can support only high efficiency lamps; OR
- 4) If equipped with a conventional (Edison) screw-in base, be prepackaged and sold with high-efficacy CFLs based on current Energy Star efficiency levels or with high-efficacy LED lamps; OR
- 5) If equipped with single-ended, non-screw-based halogen lamp sockets (line or low voltage), include a dimmer control or high/low control and be rated for a maximum of 100 watts.

The following requirements also apply:

- 1) Portable luminaires that have internal power supplies shall have zero standby power when the luminaire is turned off.
- 2) Beginning January 1, 2013, portable luminaire manufacturers selling products in California shall report to the Energy Commission the annual unit sales of portable non-screw-based halogen luminaires sold in California.

Other requirements, such as reporting and testing obligations, apply to all products. You also must file a certification of compliance with the California Energy Commission before supplying your products to Ross/dd's.

Related Links:

[California Energy Commission at California - Title 20 Appliance Efficiency Program](#)

[California - Appliance Efficiency Program - Regulations & Certification](#)

4.6 California Metal-Containing Jewelry Law

California requires all jewelry sold in the state to meet requirements for lead and requires that children's jewelry meet requirements for cadmium.

Manufacturers are required to certify that impacted products meet required limits for lead and cadmium, listed below. When requested by Ross, you will be required to provide passing test results and certification. Impacted products include:

- Anklets
- Arm cuffs
- Beads, chains, links, pendants, or other components
- Body piercing jewelry
- Bracelets
- Chains

- Charms, beads, chains, links, pendants, or other attachments to shoes or clothing that can be removed
- Crowns
- Cufflinks
- Earrings
- Hair accessories
- Jewelry placed in the mouth for display or ornament
- Necklaces
- Pins
- Rings
- Tie clips
- Watches in jewelry

Jewelry Scope	Heavy Metal Requirements
Children’s jewelry (under 15 years of age)	≤ 90 ppm lead (surface coatings)
	≤ 100 ppm lead (accessible components)
	≤ 75 ppm soluble cadmium (surface coatings)
	≤ 300 ppm cadmium content (components)
All other jewelry	< 200 ppm lead (plastics or rubber, including acrylic, polystyrene, plastic beads and stones, and polyvinyl chloride (PVC))
	< 500 ppm lead (electroplated metals, unplated metals not otherwise listed, dyes, surface coatings or other materials)

Related Links:

[California Department of Toxic Substance Control- Metal Containing Jewelry Law](#)

4.7 California Proposition 65

You must assure that all products you provide to Ross comply with California’s Proposition 65 (the California Safe Drinking Water and Toxic Enforcement Act of 1986, California Health and Safety Code § 25249.5 et seq.) when they are sold to consumers in California. Proposition 65 prohibits a business from exposing individuals to chemicals known to cause cancer or reproductive toxicity without first giving “clear and reasonable warning,” unless the business can prove that the level of exposure is not significant.

Related Links:


[California - Office of Environmental Health Hazard Assessment](#)

For products that require a Proposition 65 warning, you must either include the warning on the product labeling, or prior to the placement of the order, provide written notice to the Ross Legal Department that warnings must be provided by point-of-sale signage and receive written approval from the Ross Legal Department. Ross will not provide warnings, including but not limited to shelf labeling or point of purchase materials (other than those applied to the product by you), or attempt to segregate inventory destined for California, without this advance written notice and written approval. If we do not hear from you to the contrary prior to the placement of the order, we will assume that your products comply with Proposition 65, either because they do not require a warning, or because they are labeled with a warning.

i. Revised Proposition 65 “Safe Harbor” Warning Requirements for Products –Effective August 30, 2018

Recently, amendments to the Proposition 65 clear and reasonable warning regulations became final. The revised requirements become effective August 30, 2018.

Key changes include:

- Warnings must identify at least one chemical in the product associated with the toxicological endpoint (cancer or reproductive harm) for which the warning is being given.
- Warnings must include a warning symbol () and link to OEHHA's Proposition 65 information page: www.P65Warnings.ca.gov
- Specific warning methods for certain product types, including furniture and food.

For products you supply subject to the revised requirements, you are responsible for ensuring that your products are labeled with Proposition 65 warnings and are otherwise compliant with Proposition 65. Ross will not accept stickers or signs, and will not be responsible for providing warnings for your products in California Ross. If you determine that any products you previously supplied to Ross requires a Proposition 65 warning, you are responsible for applying warnings, regardless of where the products are located.

If you have any inquiries regarding the revised amendments, please submit your inquiry via email to [Prop65@ros.com].

ii. TDCPP, TDBPP and TCEP (Flame Retardants)

If you use TDCPP, TCEP, or TDBPP as a flame retardant for foam in your products, it should meet the 25ppm standard or you should provide an appropriate Proposition 65 warning on the product or its labeling. If you are putting a warning label on your product, you must notify your buyer in writing before the order is placed, so that the buyer can decide whether to go forward with the purchase.

iii. Coconut Oil Diethanolamine Condensate (also known as Cocamide DEA or Cocamide Diethanolamine)

If you use coconut oil diethanolamine condensate (also known as Oloisonn DEA or Oloisonn diethanolamine) in your products, especially personal care products, such as soap, shampoo, and cosmetics, and pet products, such as pet shampoo, you should either reformulate the product to eliminate Oloisonn DEA, or provide warning labels on the product and/or its package, as appropriate. A warning label is required if your product contains any amount of Oloisonn DEA because at this time, there is no acceptable limit established by California. If you are putting a warning label on your product, you must notify your buyer in writing before the order is placed, so that the buyer can decide whether to go forward with the purchase.

iv. Diisononyl phthalate (also known as DINP)

If you use Diisononyl phthalate (also known as DINP) in your products, you should either reformulate the product to eliminate DINP, or provide warning labels on the product and/or its package, as appropriate. A warning label is required if your product contains any amount of DINP because at this time, there is no acceptable limit established by California. If you are putting a warning label on your product, you must notify your buyer in writing before the order is placed, so that the buyer can decide whether to go forward with the purchase.

v. Lead and Phthalates

Certain products Ross sells must meet lead and phthalate content requirements under Proposition 65. These include, but are not limited to, jewelry, decorated glassware, certain products manufactured with PVC, and fashion accessories. To the extent such products are also subject to CPSIA requirements, Ross requires you to comply with the lower level.

a) Vinyl

You must ensure that all products containing vinyl comply with the following standards for lead content:

- Soft food and beverage containers: 200 ppm total lead.
- Rain wear: 30 ppm total lead.
- Backpacks and Purses: 200 ppm total lead.
- Hand tools: 200 ppm total lead content.

b) Jewelry

You must ensure that all products that are or contain adult and children's jewelry comply with California Proposition 65 and California AB 1681 (Cal. Health & Safety Code § 25214.1 et seq., as amended).

Related Links:

[California Department of Toxic Substances Control - Lead in Jewelry](#)

c) Decorated Glassware

You must ensure that all products that are or contain decorative glassware (such as mugs, drinkware, and barware) comply with the following standards under Proposition 65:

- Decorative materials must contain less than 600 ppm lead;
- Designs or decorations within the top 20 millimeters of the exterior surface, less than 200 ppm total lead and less than 800 ppm total cadmium (excluding non- children's products with less than a total of 60 millimeters of decorating area below the external rim with decorating materials containing less than 600 ppm lead).

d) Fashion Accessories

Beginning in 2010, certain manufacturers and retailers entered into settlements regarding the phthalate and lead content in fashion accessories.

(1) Phthalates

The settlements regarding phthalates set a limit of 1,000 ppm in fashion accessories for Di(2-ethylhexyl) phthalate ("DEHP"), benzyl butyl phthalate ("BBP"), and Di-n-butyl phthalate ("DBP"). Fashion accessories include the following categories of products:

- Wallets and other coin or bill holders;
- Handbags, purses, clutches, and totes
- Belts
- Footwear
- Apparel, including gloves and headwear (and excluding sauna suits)
- Jewelry
- Key holders, keychains, and key caps
- Luggage tags and ID cases
- Bag charms and zipper pulls
- Eyeglass cases
- Coverings/cases for mobile electronic devices (e.g., for telephones, cameras, MP3 players, CDs/DVDs, and laptops)
- Coverings for journal/address books
- Cosmetic cases/bags; and
- Toiletry cases/bags

(2) Lead

All Ross private label products that are or contain fashion accessories must comply with the lead content standards below.

We ask that you use reasonable efforts to comply with the lead content standards below for all fashion accessories that are not Ross private label.

Fashion accessories include wallets, handbags, purses, clutches, belts, and footwear.

- Paint or other Surface Coatings on Accessible Components: 90 ppm total lead.
- Leather Accessible Components (including composited leather): 300 ppm total lead.
- Polyvinyl chloride (“PVC”) Accessible Components: 200 ppm total lead; and
- All other Accessible Components made of materials and components other than cubic zirconia (sometimes called cubic zirconium, CZ), crystal, glass or rhinestones: 300 ppm total lead content.

Accessible Components are components of a fashion accessory that could be touched by a person during normal and reasonably foreseeable use.

vi. Bisphenol A (BPA)

If you use Bisphenol A (also known as BPA) in your products, you should either reformulate the product to eliminate BPA, or provide warning labels on the product and/or its package, as appropriate. At this time, there is no acceptable limit established by California and therefore a warning label is required if your product contains any amount of BPA. Further, if you are putting a warning label on your product, you must notify your Ross/dd’s buyer in writing before the order is placed, so that the buyer can decide whether to go forward with the purchase.

4.8 California Rigid Plastic Packaging Container Law

The California Rigid Plastic Packaging Container Law requires that rigid plastic packaging (“RPPC”) meets minimum waste reduction criteria. The law defines RPPC as packaging that:

- Is made entirely of plastic (except for incidental portions of the packaging such as lids, caps and labels)
- Has a relatively inflexible shape or form
- Has a minimum capacity or volume of eight (8) ounces up to a maximum capacity or volume of five (5) gallons
- Is capable of at least one closure (including closure during the manufacturing process, i.e., “clamshell” packaging, but not blister packs).
- Holds a product that is sold or offered for sale in California

It is the responsibility of the manufacturer to ensure compliance with these requirements. The law defines the manufacturer of the container to be the company name that appears on the logo of the container. Manufacturers of RPPC that are sold or offered for sale in California must meet one of the following requirements:

- The container is at least 10 percent source reduced, as defined by the law
- The container is comprised of at least 25 percent recycled content
- The container is refillable or reusable at least five times, as defined
- The container has a 45% recycling rate for either particular type or product specific containers

The law provides detailed instructions for determining whether your RPPCs comply with one of the requirements. If your products packaging meets the definitions described above, you are responsible for complying with these regulations.

Related Links:

[CalRecycle - Rigid Plastic Packaging Container Program](#)

4.9 California RoHS Law – Light Bulbs and General Lighting Products

California has adopted the EU’s Reduction of Hazardous Substances Directive (RoHS) for light bulbs. RoHS, which California references directly in the California Health & Safety Code, prohibits light bulbs with hazardous substances, such as lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls (PBB), and polybrominated diphenyl ethers (PBDE) above certain limits by weight. General lighting products you provide to Ross must comply with California’s RoHS law.

Related Links:

[California Department of Toxic Substances Control - RoHS Lighting Applications](#)

4.10 California Safe Cosmetics Act

The California Safe Cosmetics Act requires the manufacturer of any cosmetic product that is sold in the state to report to the California Department of Health a list of its cosmetics products that contain any ingredient that the state has identified as a carcinogen or reproductive toxin.

Similarly, The Cosmetic Fragrance and Flavor Ingredients Right to Know Act requires the manufacturer of a cosmetic product sold in the state to report the following ingredient information to the state for those cosmetic products:

- Each fragrance, flavor ingredient, and fragrance allergen found on the following list:
- Whether the cosmetic product is intended for consumer or professional use
- The CAS number for each reported chemical
- The UPC number for each cosmetic product

“Manufacturer” means “any person whose name appears on the label” of the product per FDA requirements for cosmetics.

Cosmetics are defined as products applied to the body to cleanse, beautify, or alter appearance. This includes makeup, nail polish, and fragrances; skin moisturizers and shampoos, among others. Soap and soap-products are not considered cosmetics unless the product label claims that the product makes cosmetic changes, such as softening, moisturizing, or deodorizing.

The required information must be reported through the California Department of Public Health “Safe Cosmetics Reporting” portal.

Related Links:

[California Department of Health - List of Chemicals and Reportable Ingredients.](#)

[California Department of Health - Reporting Portal](#)

[California Department of Public Health - FAQ](#)

4.11 California Safer Consumer Products Regulation

Under the California right when they , the California Department of Substance Control (the “Department”) is required to issue regulations that 1) identify chemicals that are hazardous to human health and/or the environment; 2) identify specific products (“priority products”) where specific chemicals (“chemicals of concern”) are found; and 3) require responsible parties to remove the product from sale in California, remove the chemical from the product, or conduct an analysis to determine what alternatives can be used in replace of the identified chemical.

To date, the Department has identified approximately 1,200 chemicals (known as “candidate chemicals”). It has also identified several Priority Products.

The manufacturer bears the primary responsibility for compliance. However, compliance obligations also extend to others who place the product into the stream of commerce in California if the manufacturer does not comply with the requirements.

If you supply Ross Priority Products subject to final regulations now or in the future, you are responsible for compliance. You must notify Ross of any actions it must take regarding priority products you supply to Ross for sale in California.

Priority Products currently include:

- Children’s Foam-Padded Sleep Products with TDCPP or TCEP
- Spray Polyurethane Foam with Unreacted MDI
- Paint of Varnish Paint Strippers Containing Methylene Chloride
- Carpets and Rugs with Perfluoroalkyl or Polyfluoroalkyl Substances (PFASs)

- Treatments Containing PFASs for Use on Converted Textiles or Leathers

If you supply Ross with Priority Products, you must:

- 1) Notify Ross if any products you sell fall within the regulation, and
- 2) Confirm that you are complying with your manufacturer obligations.

Related Links:

[Priority Products](#)

4.12 Children's Products Chemical Reporting Requirements:

Washington State and Oregon

The Washington Children's Safe Product Act requires manufacturers, brand/trademark holders, distributors, or importers to report to the Washington Department of Ecology ("Department") those children's products offered for sale in Washington that contain certain chemicals ("Chemicals of High Concern to Children" or "CHCCs") above identified limits. The report is required regardless of whether the chemicals are present intentionally or as contaminants. Reports must be filed each year for products manufactured for sale in Washington in the preceding year.

Similarly, the Oregon Toxic Free Kids Act requires domestic manufacturers or importers who use certain chemicals in children's products in both accessible and inaccessible components to disclose information about these chemicals to the Oregon Health Authority.

Both state laws require manufacturers with a domestic presence to provide the report to the state. If the manufacturer has no domestic presence, they require the brand/trademark holder to report the product. If the brand/trademark holder has no domestic presence, they require the importer of record to report the product.

Both laws generally require reporting the following information for each CHCC:

- The name and CAS number of the chemical;
- The product type, according to the GS1 Global Product Classification system;
- The component(s) in which the chemical is located;
- The chemical's function (not applicable for contaminants);
- The highest amount of the chemical in the product (rather than an exact amount, ranges can be reported, based on test results or manufacturing knowledge); and
- The manufacturer/importer's identification information.

Reports must be submitted through a common portal located at [Interstate Chemicals Clearinghouse](#)

In addition, the Oregon Toxic Free Kids Act requires that after a third biennial report of an HPCCCH in a children's product that is mouthable, a children's cosmetic, or made for children under three years of age, the manufacturer must remove the HPCCCH from the product, substitute the HPCCCH, or seek a waiver or exemption.

Related Links:

[Washington State - Children's Safe Products Act](#)

[Oregon - High Priority Chemicals of Concern for Children's Health](#)

[Oregon - Toxic-Free Kids Program](#)

4.13 Conflict Minerals Disclosure Requirements

The Securities and Exchange Commission Conflict Minerals Reporting Rule under the Dodd-Frank Wall Street Reform and Consumer Protection Act requires that public companies, such as Ross, investigate and disclose whether the products they contract to manufacture contain "conflict minerals" that are necessary to their function or production of the products.

Under the Rule, conflict minerals include:

- Columbite-tantalite, also known as coltan, and its derivative, tantalum, which is often used in electronic components and certain tools;
- Cassiterite and its derivative tin, which is often used in tin plating;
- Gold; and
- Wolframite, and its derivative tungsten, which is often used in metal wires, electrodes, and electrical contacts.

As part of its responsibility to investigate and disclose the existence of conflict minerals, if any, Ross requires that you fully comply with any and all requests for information that you receive from Ross, including, but not limited to identifying the source of any conflict minerals incorporated in or consumed by the manufacturing of your product.

Related Links:

[SEC - Final Rules - Conflict Minerals](#)

4.14 Consumer Product Safety Improvement Act

General Conformity Certificates

Section 102 of the Consumer Product Safety Improvement Act (“CPSIA”) requires manufacturers, importers, and private labelers to certify that each of their products complies with each applicable rule, ban, standard, regulation, or law administered by the Consumer Product Safety Commission (“CPSC”). A conformity certificate must be based on actual testing or a reasonable testing program, and failure to comply with this requirement can lead to rejection of product imports into the United States, product recalls, and civil and criminal penalties. Children’s products must be tested for conformity by a third party, as described in more detail in below. Vendors are responsible for monitoring and remaining in compliance with CPSC updates. Products that currently require a conformity certificate include, but are not limited to:

Adult apparel (flammability)	Children’s toys and childcare articles (phthalates)
Adult apparel containing vinyl plastic film (flammability)	Clacker balls
Adult carpets and rugs (flammability)	Cribs and pacifiers
Adult furniture	Dive sticks
Automatic residential garage door openers	Electronically operated toys
Bath seats	Infant walkers
Bicycles	Lawnmowers
Bike helmets	Lighters, matchbooks, and fireworks
Bunk beds	Mattresses
Candles with metal core wicks	Portable gas containers
Children’s jewelry	Products that require button cell or coin batteries
Children’s products	Sharp points in children’s products
Children’s products (total lead)	Small Parts
Children’s rattles	Swimming pool slides
Children’s sleepwear	Toddler Beds
Children’s toys (F-963 toy safety standard)	

For products where Ross is not the importer of record, you must be able to provide on Ross request either a conformity certificate, or a means of accessing an electronic conformity certificate consistent with CPSC guidance.

When Ross is the importer of record: When Ross is the Importer of Record, we must confirm that all impacted products have been appropriately tested. However, you are responsible for determining which products require testing and for having proper testing done. You must follow the CPSIA testing and certification procedures set forth in the Ross [Consumer Product Safety Improvement Act Reasonable Testing Program Guidance and Requirements](#).

Ross will not accept products for importation, unless and until the above requirements have been met. Ross reserves the right to CANCEL (without payment) any order that is delayed or not permitted into the United States due to Vendor's failure to comply with these requirements.

Related Links:

[Consumer Product Safety Commission - General Certificate of Conformity](#)

[Consumer Product Safety Commission - Testing & Certification](#)

NON-CHILDREN'S PRODUCTS REQUIREMENTS

Reasonable Testing Programs

As noted in this section, CPSIA Section 102 requires all manufacturers, domestic importers, and private labelers of all consumer products subject to regulations enforced by CPSC to certify compliance with all applicable regulations. For products that are not children's products as defined in the CPSIA, a conformity certificate currently may be based either on a test of the finished product, or on a reasonable testing program (for children's products, all testing must be performed by a CPSC-accredited lab, as discussed more fully in Section K below). CPSC has issued a proposed rule setting forth the requirements for a reasonable testing program. The proposed rule defines a reasonable testing program as having the following components: (1) a product specification; (2) initial certification testing; (3) periodic production testing; (4) a remedial action plan if a product fails testing; and (5) recordkeeping requirements. Under the proposed rule, testing of component parts is permissible, with certain conditions.

When Ross is the importer of record: When Ross is the Importer of Record, we must confirm that all impacted products have been appropriately tested. However, you are responsible for determining which products require testing and for having proper testing done. You must follow the CPSIA testing and certification procedures set forth in the Ross [Consumer Product Safety Improvement Act Reasonable Testing Program Guidance and Requirements](#).

Related Links

[Consumer Product Safety Improvement Act - Certification & Testing](#)

[Consumer Product Safety Commission - Component Part Testing](#)

CHILDREN'S PRODUCTS REQUIREMENTS

The CPSIA has created a number of standards and requirements for children's products and has directed the CPSC to create more standards and requirements. The CPSIA defines "children's products" as "consumer products designed or intended primarily for children 12 years of age or younger." In addition, some of the CPSIA requirements apply to the more specific children's product categories of "toys," and "child care items" (a "consumer product designed or intended by the manufacturer to facilitate sleep or the feeding of children age 3 and younger, or to help such children with sucking or teething.").

All children's products you supply to Ross must comply with the applicable standards and requirements of the CPSIA, many of which are discussed in this Section.

Mandatory Third-Party Testing of CPSIA-Impacted Products

Section 102 of the CPSIA requires all manufacturers, domestic importers, and private labelers of all consumer products subject to regulations enforced by CPSC to certify compliance with all applicable regulations. For children's products, accredited third-party testing is required, consistent with CPSC's rules on testing and certification of children's products. For non-children's products, either testing of finished product or a reasonable testing program is sufficient unless otherwise specified by the CPSC.

As discussed more fully in this section when Ross is the importer of record, you must follow the CPSIA testing and certification procedures set forth in the Ross [Consumer Product Safety Improvement Act Reasonable Testing Program Guidance and Requirements](#). Ross will not accept products for importation, unless and until the above requirements have been met. Ross reserves the right to CANCEL (without payment) any order that is delayed or not permitted into the United States due to Vendor's failure to comply with these requirements.

Related Links:

[Consumer Product Safety Commission - Third Party Testing](#)

Tracking Labels

Section 103 of CPSIA requires manufacturers of children's products to place permanent labels on the product and its packaging, to the extent practicable, that will enable:

the manufacturer to determine:

- the location and date of production of the product
- cohort information (including the batch, run number, or other identifying characteristic)
- any other information needed by the manufacturer to aid in determining the specific source of the product

the consumer to determine:

- the manufacturer;
- production date and location;
- cohort information (including the batch, run number, or other identifying characteristic)

Related Links:

[Consumer Product Safety Commission - Tracking Codes for Children's Products](#)

Labeling and Registration for Durable Nursery Products

Under Section 104 of the CPSIA, CPSC has issued a consumer product safety rule requiring manufacturers of durable infant or toddler products to label products with manufacturer identification information and to employ a system that enables tracking of their purchasers. The rule currently applies to the following product categories: full-size cribs and non full-size cribs; toddler beds; high chairs, booster chairs, and hook-on chairs; bath seats; gates and other enclosures for confining a child; play yards; stationary activity centers; infant carriers; strollers; walkers; swings; bassinets and cradles; children's folding chairs; changing tables; infant bouncers; infant bathtubs; portable toddler bed rails; and infant slings.

If you supply Ross with any of these products, you must do the following:

- (1) permanently label the product with the manufacturer's name and contact information, model name and number, and the date of manufacture;
- (2) provide a postage-paid consumer registration form with each product; and
- (3) maintain a system of records of consumers who register their products with you. Information on the rule, which specifies the format and appearance of the registration

Related Links:

[Consumer Product Safety Commission - Durable Infant or Toddler Product Consumer Registration](#)

[Consumer Product Safety Commission - Testing for Durable Infant or Toddler Products](#)

Toxicity Testing**(1) Lead in Substrates**

Under Section 101 of the CPSIA, no accessible component of a children's product manufactured after August 14, 2011 may contain more than 100 ppm lead. The lead limit excludes inaccessible components, which are defined as those parts inaccessible to a child through normal and foreseeable use and abuse. The use of paint, coatings, or electroplating does not render a component inaccessible.

You must comply with the mandatory third-party testing requirements discussed above before providing any children's products to Ross.

(2) Lead in Surface Coatings

Section 101 of the CPSIA also bans lead in paint or surface coatings in excess of 90 ppm on products intended for use by children and furniture. You must comply with the mandatory third-party testing requirements discussed in Section K above before providing any products intended for use by children or furniture with a surface coating to Ross.

(3) Phthalates

CPSIA bans any toy or childcare article containing more than 0.1 percent DEHP, DBP, DINP, DPENP, DHEXP, DCHP or BBP. A “toy” is a product designed or intended by the manufacturer to be used by children when they play. A “childcare article” is a product designed or intended by the manufacturer to facilitate sleep, relaxation, the feeding, sucking, or teething.

You must comply with the mandatory third-party testing requirements discussed above before providing any toys or childcare articles to Ross.

Related Links:

[Consumer Product Safety Commission - Total Lead Content](#)

[Consumer Product Safety Commission - Phthalates](#)

[Consumer Product Safety Commission -2017 Phthalate Rule](#)

ASTM F963 (Standard Consumer Safety Specification for Toy Safety)

ASTM F-963 is a series of requirements for toys. Under CPSIA, ASTM F-963 is a consumer product safety standard, and the products you supply to Ross must meet that standard. ASTM F963 safety requirements include, but are not limited to, aspects of product composition, construction, labeling, and testing as follows:

Accessible edges	Packaging film
Accessible points	Projections
Confined spaces	Simulated protective devices
Cords and elastics in toys	Small objects
Electrical/thermal energy	Sound producing toys
Flammability	Stability and over-load requirements
Folding mechanisms and hinges	Toxicology
Holes, clearance, and accessibility of mechanisms	Wheels, tires, and axles
Material quality	Wires or rods
Nails and fasteners	

Related Links:

[Consumer Product Safety Commission - Toy Safety Standard](#)

Small Parts Requirements

You must ensure that products you provide to Ross comply with CPSC regulations on toys with small parts, including the Child Safety Protection Act. The CPSC has banned toys and other articles that are intended for use by children under three and that are, or have, small parts, or that produce small parts when broken.

A “small part” is any object that fits completely into a specially designed test cylinder 2.25 inches long by 1.25 inches wide that approximates the size of the fully expanded throat of a child under three years old. A small part can be: (1) a whole toy or article; (2) a separate part of a toy, game, or other article; or (3) a piece of a toy or article that breaks off during testing that simulates use or abuse by children. If a small part fits completely into the cylinder, and the toy or product from which it came is intended for use by children under three, the toy or product is banned.

Toys and games that are or contain small parts and that are intended for use by children from 3 to 6 years old must be labeled to warn purchasers that the product is not intended for children under 3 years of age.

Related Links:

[Consumer Product Safety Commission - Small Parts Regulations](#)

Magnets

You must ensure that products with magnets you provide to Ross comply with the CPSC regulations on toys with small parts, as discussed in Section P above.

Related Links:

[Consumer Product Safety Commission - Small Parts Regulations](#)

[Consumer Product Safety Commission - Magnet Sets](#)

4.15 Cosmetics – Federal Requirements

Modernization of Cosmetics Regulation Act of 2022 (MoCRA).

Under MoCRA, by **December 29, 2023**, all manufacturers of cosmetics must do the following:

- *Register* all cosmetic manufacturing facilities with the FDA
- *Submit* a “cosmetic product listing” to the FDA (e.g., ingredient information, location of manufacture) for each product
- *Report* adverse events to the FDA within 15 business days after receiving a report of an adverse event
- *Retain* records regarding product safety, adverse events, and claim substantiation for six years

In addition, by **December 29, 2024**, manufacturers must include contact information on cosmetic product labels for adverse event reporting.

Finally, FDA will be issuing regulations regarding required Good Manufacturing Practices (GMPs) for cosmetic manufacturing facilities, fragrance allergen labeling, and testing for asbestos in talc. Once promulgated, manufacturers must comply with the regulations.

Labeling

In addition to requirements set forth under the Fair Packaging and Labeling Act, cosmetics may also be subject to labeling requirements under the federal Food, Drug, and Cosmetics Act (“FD&C Act”). The FPLA and FD&C Act require a cosmetics label to include an identity statement; an accurate statement of the net quantity of contents; the name and place of business of the manufacturer, packer, or distributor; warning and caution statements, if necessary; an ingredients statement; and any material facts (e.g., directions for safe use, if a product could be unsafe if used incorrectly).

Unapproved Drug Claims

Care must be taken to avoid cosmetics with claims that may render the product an unapproved new drug. The FD&C Act defines “cosmetics” by their intended use, as “articles intended to be rubbed, poured, sprinkled, or sprayed on, introduced into, or otherwise applied to the human body...for cleansing, beautifying, promoting attractiveness, or altering the appearance.” The FD&C Act defines “drugs” as “articles intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease: and “articles (other than food) intended to affect the structure or any function of the body of man or other animals.”

Related Links:

[Modernization of Cosmetics Regulation Act of 2022](#)

[Food & Drug Administration - Cosmetic Labeling Guide](#)

[FDA Cosmetic/Drug Guidance](#)

4.16 Country of Origin Labeling for Imported Products

Imported products (or their containers) must be labeled to show the country of origin. Labels must be conspicuously placed and as legible, indelible, and permanent as possible given the nature of the product, to inform the ultimate purchaser of the origin of the product.

Related Links:

[Customs Border Protection - Marking of Country of Origin on U.S. Imports](#)

4.17 Decorative/Seasonal Lighting, Extension Cords and Handheld Hair Dryers - CPSC Substantial Product Hazards

The Consumer Product Safety Commission (“CPSC”) has classified extension cords and decorative/seasonal lighting that do not meet certain criteria as “substantial product hazards.” Substantial product hazards are subject to reporting, corrective action/recall, and prohibition from import under the Consumer Product Safety Act. A summary of the products and the requirements they must meet are noted below:

Decorative/Seasonal Lighting

- Products are defined as lights suggesting a holiday or seasonal theme, including individual strings of lights with decorative covers and seasonal products that include a light string
- Must meet “readily observable” requirements of UL 588:
 - Minimum wire size;
 - Sufficient strain relief; and
 - Overcurrent protection

Extension cords

- Household extension cords, factory-assembled, 120 volts AC, including:
 - Indoor or general-use cord sets (including seasonal indoor cord sets)
 - Outdoor cord sets
- Must meet “readily observable” requirements of UL 817:
 - Minimum wire size;
 - Sufficient strain relief
 - Proper polarity; and
 - Proper continuity

Handheld Hair Dryers

- Products are defined as electrical appliances intended to be held with one hand during use, which create a flow of air over or through a self-contained heating element
- Must be equipped with integral immersion protection that reduces the risk of electric shock if the product comes in contact with water. Refer to Section 5 of UL 859 and Section 6 of UL 1727

Related Links:

[Substantial Product Hazard List: Extension Cords](#)

[Seasonal and Decorative Lighting Products](#)

[Hand Supported Hair Dryers](#)

4.18 Drawstrings in Children’s Apparel

1. U.S. Consumer Product Safety Commission Regulation

The CPSC has promulgated a regulation declaring drawstrings on children’s upper outerwear, such as sweatshirts, “hoodies,” and jackets, to be substantial product hazards under Section 15 of the Consumer Product Safety Act. This regulation formalizes the existing drawstrings guidelines, which the CPSC issued in 1996, and the ASTM F1816-97 standard for drawstrings.

Children’s upper outerwear in sizes 2T to 12 (approximate size range XS – L) with neck and hood drawstrings, and children’s upper outerwear in sizes 2T to 16 (approximate size range XS – XL) with waist drawstrings, that you supply to Ross must comply with the CPSC drawstrings regulation and ASTM F1816, which state:

- No drawstrings or ties in the hood or neck area of children’s upper outerwear.

- Waist or bottom drawstrings must not extend more than 3 inches outside the drawstring channel when at the fullest.
- Waist or bottom drawstrings must not have toggles, knots, or other items at the end of the free ends.
- Waist or bottom drawstrings must be bartacked at the midpoint of the channel.

2. Wisconsin State Regulation

Wisconsin has also prohibited drawstrings in children’s apparel, promulgating regulations that are in some cases more stringent than the federal requirements. Wisconsin’s regulations prohibit drawstrings at the hood and neck for all children’s apparel sized 0-16, not just upper outerwear. Requirements for drawstrings at the waist of upper outerwear align with the CPSC requirements.

3. New York State Regulation

New York prohibits drawstrings in children’s apparel at the head/neck, waist, and in bottoms (pants). Drawstrings at the hood and neck are banned for all children’s apparel sized 2T – 12. Drawstrings are banned at the waist of upper apparel and bottoms for all children’s apparel sized 2T – 16.

Related Links:

[Consumer Product Safety Commission - Drawstrings in Children's Upper Outerwear](#)

[Consumer Product Safety Commission - Drawstrings in Children's Upper Outerwear FAQ](#)

[State of Wisconsin ATCP Chapter 139](#)

[New York General Business Law Section 391-B](#)

4.19 Flammability Requirements for Upholstered Furniture and Bedding

1. California Bureau of Household Goods and Services – Flammability Requirements for Upholstered Furniture and Bedding Products

You must ensure that all upholstered furniture and bedding products you provide to Ross comply with California requirements regarding flammability. The Bureau of Household Goods and Services (BHGS) oversees regulations governing flammability in filling materials. Upholstered furniture must meet the testing and labeling requirements set out in Technical Bulletin 117-2013 (TB 117-2013).

Filling material is defined as any material, substance, or any combination thereof, loose or in batting, pads, or any other prefabricated form, concealed or not concealed to be used or that could be used in articles of bedding or upholstered furniture.

You are required to ensure all filling material utilized in articles of bedding or upholstered furniture is compliant with BHGS regulations.

Related Links:

[Technical Bulletin 117-2013 Requirements Test Procedures and Apparatus for Testing the Smolder Resistance of Materials Used in Upholstered Furniture](#)

[California Bureau of Household Goods and Services - Upholstered Furniture and Bedding](#)

2. U.S. Consumer Product Safety Commission—Flammability Requirements for Upholstered Furniture

All upholstered furniture manufactured or imported on or after June 25, 2021 must comply with the consumer product safety standard for flammability in upholstered furniture. Under this new standard, all upholstered furniture sold in the United States must meet flammability requirements set forth in TB 117-2013. In addition to meeting TB 117-2013 requirements, impacted products manufactured or imported on or after June 25, 2022 must also carry a permanent label with the statement “Complies with U.S. CPSC requirements for upholstered furniture flammability.”

Related Links:

[CPSC Business Guidance for Upholstered Furniture](#)

4.20 Flammable Fabrics Act

You must ensure that your products comply with all applicable flammability standards under the Flammable Fabrics Act (“FFA”). The FFA prohibits the sale of any fabric or article of wearing apparel that does not meet required testing methods. Compliance with the FFA requires testing and certification pursuant to the Consumer Product Safety Improvement Act (CPSIA).

You must ensure that your products comply with the FFA testing and labeling requirements, including:

Wearing Apparel

Regulations under the FFA specify methods of testing the flammability of clothing and textiles intended to be used for clothing. The FFA establishes three classes of flammability, sets forth the requirements which textiles must meet to be so classified, and warns against the use of those textiles which have burning characteristics unsuitable for clothing.

Vinyl Plastic Film

Regulations under the FFA prohibit the sale of vinyl plastic film in wearing apparel that does not meet minimum flammability standards. Vinyl plastic film is defined as “nonrigid, unsupported, vinyl plastic film, including transparent, translucent, and opaque material, whether plain, embossed, molded or otherwise surface treated.” (16 C.F.R. 1611.).

Children’s Sleepwear

Regulations under the FFA require that children’s sleepwear be flame resistant and self-extinguishing if lit on fire by a candle, match, lighter, or similar item. These regulations cover products from size 9 months through size 14 and require that the garments pass certain flammability tests and be “tight-fitting” as defined by the regulations.

Mattresses

Mattresses, mattress pads, and futons must be tested to determine their ignition resistance and labeled with precautionary instructions if the item contains a chemical fire retardant.

Please also be aware that the CPSC has determined that the FFA creates obligations under the CPSIA regarding certification-testing for children’s wearing apparel, and mattresses. Your products must also comply with any applicable CPSIA testing and certification requirements in addition to the requirements under the FFA.

Related Links:

[Consumer Product Safety Commission - Flammable Fabrics Act](#)

[Consumer Product Safety Commission - Requirements for Clothing Textiles](#)

[Consumer Product Safety Commission - Regulations, Mandatory Standards & Bans](#)

[Consumer Product Safety Commission - Children's Sleepwear Regulations](#)

[Consumer Product Safety Commission - Requirements for Mattresses and Mattress Pads](#)

4.21 Food Contact Items

You must ensure that products you provide Ross intended for use in contact with food, or likely to hold food, including plastic and paper items, comply with applicable Food and Drug Administration requirements. This includes proper identification of certain components, such as polymers, as well as test reports or letters of compliance demonstrating the use of food grade materials for food contact items containing PVC, PETG, ABS, SAN, Styrene Block Polymers or Polyester Elastomers.

Food contact items are also subject to the requirements in California for tableware pursuant to Proposition 65, which require warnings for lead unless the tableware meets the following standards, applying AOAC/ASTM Method C973.

- 0.226 ppm for flatware
- 0.100 ppm for all other tableware

Related Links:

[Food & Drug Administration - Packaging & Food Contact Substances](#)
[California Department of Health](#)

4.22 Food, Beverages, and Dietary Supplements Labeling

Food (including pet food), beverages, and dietary supplements, must be labeled and marketed in full compliance with all applicable requirements of the Food and Drug Administration, and the Federal Trade Commission. One of the important compliance areas for these products relates to labeling, advertising/marketing, and claims made regarding the products and what they will/can do for a consumer. Manufacturers are under strict requirements to ensure accurate communication and disclosure to consumers not only regarding product benefits, but also regarding potential risks to consumers. Many of these products also are not intended for users who are under 18 years old, who are pregnant, or who have other conditions – they must be properly labeled so. Further, you must also specifically notify us in writing prior any sale to us, of any applicable product expiration dates.

Related Links:

[Food & Drug Administration - Dietary Supplement Labeling Guide](#)
[Food & Drug Administration - Food Labeling Guide](#)

4.23 Formaldehyde in Composite Wood Products

1. California Airborne Toxic Control Measure to Reduce Formaldehyde Emissions from Composite Wood Products

Under California's Airborne Toxic Control Measure to Reduce Formaldehyde Emissions from Composite Wood Products, composite wood products, such as furniture, picture frames, and other decorative wood items you supply to Ross must comply with certain formaldehyde emission standards. The ATCM applies to products made from hardwood plywood, particleboard, and medium density fiberboard sold in or supplied to California. Products must be made from composite wood that is verified through third-party testing and labeled with required certification language.

Before Ross accepts any products manufactured with composite wood products subject to the California ATCM, you must:

- (1) Execute the Ross current vendor permanent indemnification agreement;
- (2) Provide a certification of compliance in the product bill of lading or invoice; and
- (3) Ensure that your product is labeled in accordance with the ATCM.

2. US Environmental Protection Agency Formaldehyde Standard for Composite Wood Products

Under the Formaldehyde Standards for Composite Wood Products Act, composite wood products you supply to Ross must comply with federal rules for formaldehyde emissions that are largely the same as the California requirements: product must meet the same formaldehyde emission limits, composite wood must be tested and certified by third-party testers, and products and their invoices/bills of lading must be labeled with required certification language.

Related Links:

[California Air Resources Board - Formaldehyde Emissions in Composite Wood Products](#)
[EPA - Formaldehyde Emission Standards for Composite Wood Products](#)

4.24 Illinois Lead Poisoning Prevention Act

You must assure that all products you provide to Ross comply with the Illinois Lead Poisoning Prevention Act ("ILPPA") (410 ILCS 45/1 et seq.) when they are sold to consumers in Illinois. ILPPA prohibits the sale, offer for sale, or transfer of any children's jewelry, child article, or toy containing paint that contains any component with more than 40 ppm lead and less than 600 ppm unless it includes the following warning on the product or package:

WARNING: CONTAINS LEAD. MAY BE HARMFUL IF EATEN OR CHEWED. COMPLIES WITH FEDERAL STANDARDS

The ILPPA also prohibits the sale, offer for sale, or transfer of any other non-children's lead-bearing product containing more than 600 ppm lead unless it contains the following warning on the product or package:

WARNING CONTAINS LEAD. MAY BE HARMFUL IF EATEN OR CHEWED. MAY GENERATE DUST CONTAINING LEAD. KEEP OUT OF THE REACH OF CHILDREN.

Related Links:

[Illinois General Assembly - Lead Poisoning Prevention Act](#)

[Illinois General Assembly - Lead Poisoning Prevention Act \(2012 Amended\)](#)

4.25 Labeling for Packaged Consumer Products

The federal Fair Packaging and Labeling Act ("FPLA") requires that certain consumer products be labeled to identify the manufacturer or distributor of the product, as well as the quantity, including weight/volume and count. The FPLA, and regulations issued under it, sets forth requirements for labeling, such as identification of the proper unit of measurement for a given product and font size and presentation on labels.

In addition, many states have adopted the Uniform Packaging and Labeling Regulation ("UPLR"), which, similar to the FPLA, requires a packaging label to include the name and place of business (city, state and zip code) of the manufacturer, packer, or distributor, and the net quantity of the commodity contained in the package in terms of weight, measure, volume, or count. The label should be affixed to the packaging so that it remains intact until the unit reaches the ultimate consumer. All labeling must be prominent, definite, plain, and conspicuous as to size and style of letters and numbers, contrasting with the background and other printing that may appear on the packaging.

You must ensure that products you supply to Ross comply with the FPLA or any other applicable state requirements.

Related Links:

[Federal Trade Commission - Fair Packaging & Labeling Act](#)

[Uniform Packaging & Labeling Act](#)

4.26 Labeling of Textile, Wool, and Fur Products

Regulations of the Federal Trade Commission ("FTC") require the labeling of textile, wool, and fur products, including fiber content, country of origin, and identity of the manufacturer. The labeling requirements are set forth in the regulations issued pursuant to the Textile Fiber Products Identification Act, the Wool Products Labeling Act, and the Fur Products Labeling Act, respectively.

Please note that the FTC requires the material content of all textiles, including faux fur, to be appropriately declared on content labels. The FTC does provide an exemption for trim, including faux fur trim, that does not exceed 15% of the surface area; however, the content label must appropriately state "exclusive of decoration" in addition to fiber content of rest of product.

Please further note that states and municipalities have additional requirements. Some states do require garments composed wholly or in part of faux fur to be labeled "faux fur" (e.g., New York) and others require that the entirety of the garment (inclusive of trim) be accounted for on the label (e.g., Massachusetts). Please ensure that your merchandise conforms to all the areas where Ross may sell at retail.

Country of Origin

Most textile and wool products must be labeled to show the country of origin. Imported products must identify the country where they were processed or manufactured. Products made entirely in the U.S. of materials also made in the U.S. must be labeled "Made in U.S.A.," or with an equivalent phrase. Products manufactured in the U.S. from imported materials must be labeled to show the processing or manufacturing that takes place in the United States, as well as the imported component. Products manufactured in part in the U.S. and in part abroad must identify both aspects. The

label must be securely attached to the product such that it remains until it reaches the consumer. However, it need not be permanent.

Fiber Content

Most textile and wool products must be labeled to show the fiber content. The generic fiber names and percentages by weight of each constituent fiber must be listed in descending order of predominance. The label must be securely attached to the product such that it remains until it reaches the consumer. However, it need not be permanent.

Labeling of Bamboo-Based Textiles

The FTC has established specific requirements for the labeling of bamboo-based textiles. Under these requirements, companies that make, advertise or sell bamboo-based textiles are prohibited from calling these products “bamboo” unless products are made directly with bamboo fiber. To advertise or label a product as “bamboo,” you need competent and reliable evidence, such as scientific tests and analyses (“substantiation”), to show that it is made of actual bamboo fiber. Relying on other people’s claims is not substantiation. The same standard applies to other claims, like a claim that rayon fibers retain natural antimicrobial properties from the bamboo plant.

If the products you supply to Ross are not made directly of bamboo fiber, you must label them using the proper generic name for the fiber (for example, “rayon,” or “rayon made from bamboo”). Ross will not accept any private label products containing bamboo label claims unless you (1) provide to Ross documents substantiating the composition of the product; and (2) receive approval in writing from Ross for this substantiation. Ross reserves the right to take any actions it deems appropriate to confirm your claims for these products.

Care Labeling

The FTC Care Labeling Rule requires manufacturers and importers to attach care instructions to garments. The label must provide complete instructions about regular care for the garment, or provide warnings if the garment cannot be cleaned without harm, ensure that care labeling instructions, if followed, will cause no substantial harm to the product, and warn consumers about certain procedures that they may assume to be consistent with the instructions on the label, but that would harm the product. Care labels must be permanent, that is, they must remain attached and legible throughout the useful life of the product.

Fur Products Labeling

Fur products must have a label disclosing the animal name, the name or RN of the manufacturer, importer, or other vendor, marketer, or distributor, the country of origin for imported fur products, whether the fur is natural, pointed, dyed, bleached, or artificially colored, whether the fur product is composed in whole or substantial part of pieces, such as paws, tails, bellies, sides, flanks, gills, ears, throats, heads, scraps, or waste fur, whether the fur is used or damaged, and the textile or wool content of any part of the product. Labels must be securely attached to the product such that it remains until it reaches the consumer but need not be permanent. Merchandise must also not contain any prohibited fur materials.

Related Links:

[Federal Trade Commission - Textile Products Identification Act](#)

[Federal Trade Commission - Threading Your Way Through the Labeling Requirements Under the Textile & Wool Acts](#)

[Federal Trade Commission - Wool Products Labeling Rules](#)

[Federal Trade Commission - How to Comply with the Fur Products Labeling Act](#)

[Federal Trade Commission - How to Avoid Bamboozling Your Customers](#)

[Federal Trade Commission - Clothes Captioning: Complying with the Care Labeling Rule](#)

4.27 Lacey Act

The Lacey Act prohibits the:

- import, export, sale, or acquisition of any fish, wildlife, or plant acquired in violation of federal law.
- import, export, sale, or acquisition in interstate or foreign commerce of any fish, wildlife, or plant acquired in violation of federal, state, or local law
- falsification of accounts or records relating to plants covered by the Act
- import of plants covered by the Act without an import declaration

You must ensure that any shipments of such products were obtained legally, with appropriate documentation and declarations, as necessary.

In particular, the Lacey Act prohibits the knowing import, export, sale, or acquisition of any wood products made from illegally harvested trees. Examples include plywood panels, tableware and kitchenware, marquetry, tools with wooden parts, furniture, toys, games, and sporting equipment. You must comply with the Lacey Act plant import declaration requirement for such products.

Related Links:

[US Department of Agriculture - Animal & Plant Health Inspection Service](#)

4.28 Model Toxics in Packaging Legislation

The Model Toxics in Packaging Legislation limits the amount of lead, cadmium, hexavalent chromium, and mercury allowed in retail and shipping packaging materials including, but not limited to, corrugated boxes, cartons, staples, and tape. A number of states, including California, New Jersey, and Washington, have adopted the model legislation.

Under this standard, packaging containing cadmium, lead, mercury, or hexavalent chromium that was intentionally introduced during manufacture or distribution is barred from production, sale, or promotion. Packaging containing these metals is permissible if they are incidentally present at not more than 100 ppm by weight, or an exemption applies. Manufacturers are required to maintain a certificate of compliance. All product packaging used in supplying products to Ross must comply with these statutes.

Related Link:

[Toxics in Packaging Clearinghouse](#)

4.29 New York State Ban on 1,4 Dioxane in Cosmetics, Personal Care, and Cleaning Products

Cosmetics, personal care products, and cleaning products sold in the State of New York cannot contain 1,4-dioxane whether intentionally added, or as a by-product of the manufacturing process.

“Cosmetics” are defined as “any article intended to be rubbed, sprinkled, or sprayed on, introduced into, or otherwise applied to the human body or any part thereof for beautifying, promoting attractiveness or altering the appearance and intended for use as a component of any such article.”

“Personal care products” are defined as “any product intended for cleaning or cleansing any part of the body, such as the skin and hair including but not limited to, hair shampoo, hair conditioner, soap, bath gels and other bath products.”

1,4 Dioxane limits cannot exceed the following:

Product Category	Limit
Cosmetics	10 ppm
Household Cleaning Products	1 ppm
Personal Care Products	

Related Links:

[Text of Final Bill](#)

4.30 PFAS CHEMICALS

FEDERAL

USEPA Significant New Use Rule for PFAS

You must ensure that your products comply with the U.S Environmental Protection Agency (USEPA) Significant New Use Rule (SNUR) regarding PFAS chemicals (Long-Chain Perfluoroalkyl Carboxylate and Perfluoroalkyl Sulfonate Chemical Substances). The rule applies to the use of PFAS chemicals in a variety of products, including but not limited to water repellent treatments on apparel, textiles, or other performance gear treated with Durable Water Repellent.

Under the rule, some PFAS chemicals are prohibited from use or are subject to other restrictions (for example, you may be required to notify USEPA of their use prior to manufacture or import)

Related Links:

[EPA - SNUR: Long-Chain Perfluoroalkyl Carboxylate and Perfluoroalkyl Sulfonate Chemical Substance Guidance on Imported Articles Covered by July 2020 PFAS Rule](#)

STATE

States continue to pass legislation requiring manufactures to eliminate intentionally added PFAS to consumer products or disclose the presence of PFAS in consumer products. The below summarizes some, but not all, state PFAS laws. We expect our vendors to monitor all PFAS-related legislation to determine if their products are impacted, and take all necessary steps to ensure products are compliant.

If your products do not meet these State laws, or any other State laws regarding PFAS in consumer products, you must notify your Ross or dd's buyer prior to finalizing any purchase orders

Note – see next page for more information regarding state PFAS laws

Product	State	Effective *
Apparel <i>(CA & CO includes footwear)</i>	California	2025
	New York	
	Colorado	2028
Carpets & Rugs	Colorado	2024
	Maryland	
	Minnesota	2025
	Washington	
Cleaning Products	Colorado	2026
	Minnesota	2025
Cookware	California	2023 (website disclosure)
	CA DTSC - Candidate Chemicals	2024 (packaging disclosure)
	Colorado (disclosure)	2024 (disclosure)
	Colorado (ban)	2026 (ban)
Cosmetics	Minnesota	2025
	Washington	
	California	
	Colorado	
	Maryland	
Juvenile Products	California	July 1, 2023
	Colorado	2024
	Minnesota	2025
Textile Articles	California	2025
	Colorado	2025 (indoor)
		2027 (outdoor)
	Colorado	2028 (accessories/backpacks/handbags)
	Minnesota	2025
Upholstered Furniture	Washington	2026 (indoor)
		2025 (indoor)
		2027 (outdoor)
	Colorado	2025
	Minnesota	2025
	Washington	2026

*Unless otherwise noted, PFAS laws are effective on the **first of January**

4.31 Polystyrene Products - State Bans or Restrictions

Several states, cities, and other local jurisdictions have enacted legislation or are considering legislation banning, restricting or limiting the sale of products containing polystyrene or other types of easily breakable foam. Product examples include, but are not limited to, coffee cups, disposable plates and bowls, pool toys (pool noodles, floating items like boogie boards), disposable coolers, and packing peanuts.

You must ensure that all of your products comply with all applicable state, city, and local requirements regarding these restrictions or bans. For products to which these restrictions apply, Ross will not attempt to segregate inventory destined for these locations, absent specific pre-purchase order written notice to the Ross Legal Department and written approval from an appropriate Ross Representative. Ross relies on vendors to provide compliant products, which include compliance with all applicable state and local restrictions on the use of polystyrene and other similar foam substances. Jurisdictions that have restrictions on the sale of polystyrene products include, but may not be limited to:

- New York City (and several other cities in New York)
- Takoma Park, MD

- Seattle, Washington
- Washington DC
- Miami Beach, FL
- Freeport, Maine
- Portland, Maine
- Nantucket (City & County), Massachusetts
- Minneapolis, Minnesota
- Portland, Oregon (and several other Oregon cities)
- Los Angeles County and San Francisco, California (and many other cities and counties in CA, such as Santa Cruz County and Watsonville, CA)

4.32 Safety Standards for Products Requiring Button Cell or Coin Batteries and Packaging Requirements for Button Cell or Coin Batteries

Any consumer product that operates using a button cell or coin battery must comply with the *Standard for Safety for Products Incorporating Button Batteries or Coin Cell Batteries* (16 CFR § 1263), which incorporates ANSI/UL 4200A-2023. The standard's requirements include:

- **Child-Resistant Compartments:** Impacted products must have child-resistant battery compartments that meet design and performance requirements in the standard, e.g., can only be opened with a tool such as a screwdriver, or a coin
- **Packaging Requirements:** Packaging for button cell or coin batteries, sold separately or with a product, must be child resistant
- **Labeling Requirements:** Both packaging and product must carry appropriate warning labels designed to warn consumers of the ingestion hazard to children
- **Performance Testing:** Impacted products must pass a variety of performance tests including crush

In addition, any button cell or coin battery that is included separately with a consumer product, or sold separately, must meet poison prevention packaging standards.

If you are supplying impacted products to Ross, they must be tested to, and meet, these standards. When Ross is the Importer of Record, vendors will be required to submit passing test reports and compliance certifications along with testing documentation already required prior to import.

Vendors are strongly encouraged to contact their third-party testing lab to determine if these requirements impact their products.

Related Links:

[Products Containing Button Cell or Coin Batteries \(Federal Register\)](#)

[Button Cell or Coin Cell Battery Packaging \(Federal Register\)](#)

[CPSC - Button Cell and Coin Battery Guidance](#)

[16 CFR 1700.15](#)

4.33 Safety Standards for Clothing Storage Units

Clothing Storage Units (CSU), including but not limited to chests, bureaus, dressers, chests of drawers, chifforobes, armoires, and wardrobes, must meet applicable safety standards .

If you are supplying impacted products to Ross, they must be tested to, and meet, these standards. When Ross is the Importer of Record, vendors will be required to submit passing test reports along with testing documentation already required prior to import.

Vendors are strongly encouraged to contact their third-party testing lab to determine if these requirements impact their products.

Related Links:

[CPSC - Guidance on Clothing Storage Units](#)

4.34 State Restrictions on Flame Retardants in Certain Children's Products

Several states, and some cities ban or restrict the use of flame retardants in certain product categories, particularly children's products and furniture. The requirements frequently change as states consider new or modified legislation regarding flame retardants. Commonly restricted flame retardants include:

- Deca-BDE
- HBCD (HBCDD)
- TDCPP
- TCEP
- Additive TBBPA

You must ensure that all of your products comply with all applicable state requirements regarding these restrictions or bans. For products to which these flame retardant restrictions apply, Ross will not attempt to segregate inventory destined for these locations, absent specific pre-purchase order written notice to the Ross Legal Department and written approval from an appropriate Ross Representative. Ross relies on vendors to provide compliant products, which include compliance with all applicable state and local restrictions on the use of flame retardants.

States and cities that have restrictions include but are not limited to:

- [California](#)
- Hawaii
- Illinois
- Maryland
- Michigan
- [Minnesota](#)
- Washington, D.C.
- New York
- [Oregon](#)
- [Washington](#)
- [San Francisco](#)

4.35 UL Compliance for Electric Products

Underwriters Laboratories Inc. is an independent product safety certification organization that tests products and writes safety standards for those products. Many of these standards are in turn utilized by the CPSC as voluntary safety standards. These standards relate largely to electric products and include, but are not limited to, batteries, electric heaters, and smoke alarms. Your products must comply with all applicable UL safety standards and be labeled accordingly.

Related Links:

[UL Certification](#)

4.36 Washington State Lead in Cookware Act

As of January 1, 2026, cookware sold in the State of Washington cannot contain lead in levels above 5 parts per million. This applies to cookware and any of its components.

Cookware is defined as “ any metal pots, pans, bakeware, rice cookers, pressure cookers, and other containers and devices intended for the preparation or storage of food.”

Components are defined as “separate or distinct parts of the cookware including, but not limited to, accessories such as lids, knobs, handles and handle assemblies, rivets, fasteners, valves, and vent pipes.”

Related Links:

[Lead in Cookware Act](#)

4.37 Washington State Toxic-Free Cosmetics Act

As of January 1, 2025, the State of Washington will ban the sale of certain *intentionally added* chemicals in cosmetics. The banned chemicals are:

- Ortho-phthalates;
- Perfluoroalkyl and polyfluoroalkyl substances (PFAS);
- Formaldehyde (CAS 50-00-0) and chemicals determined by the Washington State Department of Ecology) to release formaldehyde;
- Methylene glycol (CAS 463-57-0);
- Mercury and mercury compounds (CAS 7439-97-6);
- Triclosan (CAS 3380-34-5);
- m-Phenylenediamine and its salts (CAS 108-45-2); and
- o-Phenylenediamine and its salts (CAS 95-54-5).

In addition, as of January 1, 2025, no person may manufacture, knowingly sell, offer for sale, distribute for sale, or distribute for use in Washington state any cosmetic product that contains intentionally added lead or lead compounds (CAS 7439-92-1), lead or lead compounds at one part per million (ppm) or above, or as otherwise determined by the State Department of Ecology.

Related Links:

[Washington State Toxic-Free Cosmetic Act](#)

ROSS NOTICE FORCED LABOR

Re: Forced Labor – China’s *Xinjiang Uyghur Autonomous Region (XUAR)*

Dear Valued Vendor,

Ross Dress for Less and dd’s Discounts (collectively “Ross”) is committed to the highest standards of ethical business practices, and we expect the same from our vendors. Our Vendor Code of Conduct outlines and identifies various requirements to which our vendors must adhere. Among other requirements, our Code of Conduct specifically prohibits the use of any form of involuntary or forced labor by vendors, their contractors, or anywhere in their manufacturing or supply chain.

Our prohibition on involuntary or forced labor is further reflected in our Vendor Indemnification Agreement, Product Sourcing and Human Rights Statement, and Vendor Compliance Manual on the [Ross Partners Website](#).

We are extremely concerned by reports of forced labor in and connected to the Xinjiang Uyghur Autonomous Region of China (XUAR). We expect all of our vendors to take necessary action to ensure that products sold to Ross, or any materials in those products, are not in any way produced, sourced, or supplied through use of involuntary or forced labor.

We take these issues very seriously and will have **zero tolerance** for violations.

Thank you for your attention to this very important issue.

Sincerely,

Ross Dress for Less and dd’s Discounts