



Delta Apparel, Inc.

Ethics Policy Statement

Adopted: April 21, 2010

Revised: October 19, 2016

LETTER FROM OUR PRESIDENT

Ethical conduct is the foundation upon which lasting business success is built. Our Company is committed to doing business in an ethical manner. I am very proud of our reputation for providing quality products and service while following the highest ethical standards.

All of us have a shared responsibility to act with integrity and to ensure that we sustain a place in which we are proud to work. We have adopted this Ethics Policy Statement to promote these standards. When you have questions or concerns, please raise them.

Thank you for your help to protect our Company's reputation for excellence and integrity.

Robert W. Humphreys
Chairman & Chief Executive Officer

THIS POLICY STATEMENT AND YOUR ROLE

Our Company has adopted this Ethics Policy Statement (“Policy Statement” or “Policy”) to establish guidelines for the legal and ethical operation of our business. Our Policy Statement applies to the operations of Delta Apparel, Inc. and our subsidiaries. We use the terms “Delta Apparel,” “we” and “us” to cover all of these companies.

Our Policy Statement applies to all Delta Apparel officers, employees, and directors. We also expect contractors, consultants and others who perform work or services for Delta Apparel to follow the principles of this Policy Statement in their work for us. The principles underlying this Policy Statement form the basis for conducting our business.

To help assure that we fulfill our responsibilities to our shareholders, we expect you to be familiar with the provisions of our Policy Statement, to understand the requirements of your job and to follow the highest standards of ethical conduct and professionalism. No director, officer, agent or employee of Delta Apparel has the authority to instruct you to violate our Policy Statement. If they try to do so, they are subject to disciplinary action.

If you have ethical questions or concerns, it is your responsibility to immediately report the matter under this Policy Statement. It is always better to ask first so problems can be avoided later. You may report your concerns anonymously as described in the next section.

No Policy Statement can address every circumstance or situation. You should follow the overall philosophy of this Policy Statement and meet the highest standards of integrity and professionalism. Avoid behavior that might be harmful to you or your fellow employees or that might be viewed unfavorably by current or potential customers, the public at large or regulatory authorities. Whether you are on duty or off, your conduct reflects on Delta Apparel.

This Policy Statement supersedes and replaces any of our prior ethics policies. We may amend this Policy Statement from time to time. In addition, from time to time we may publish additional policies, codes and policy manuals. You should familiarize yourself with this Policy Statement and those additional documents. Delta Apparel is an at-will employer and nothing in this Policy Statement is a contract or intended to create enforceable rights by you.

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TO REPORT VIOLATIONS OF THIS POLICY AND REQUEST GUIDANCE

You have several different channels to report violations or potential violations of this Policy and to request guidance. If you have good reason to believe that a violation of the Policy has occurred or will occur, or you are asked to violate the Policy, don't remain silent. Report any violations or suspected violations. Failure to report may itself violate this Policy. Remember that no unethical or illegal acts can be justified by saying that they benefitted Delta Apparel or that they were directed by a higher authority in our organization.

In addition to reporting violations, you should feel free to contact your supervisor or any one of the people listed below to discuss any ethics question or concern. **Whenever you are in doubt, it is best to raise your concern. By raising your concern, you allow us the opportunity to address potential problems. Non-compliance can pose serious risks.**

Accounting, Internal Accounting Controls or Audit Matters:

If you have reason to believe that any irregularities regarding accounting, internal accounting controls or auditing matters are occurring at Delta Apparel, you should promptly report them by using the "Whistleblower Hotline". If in doubt, seek guidance under the Policy. Reports of concerns and requests for guidance about accounting, internal accounting controls, and audit matters should be channeled to:

Director of Internal Audit

Telephone: (864) 232-5200 x 6623
Facsimile: (864) 232- 5199
E-mail: joey.lester@deltaapparel.com

Mail: Director of Internal Audit
Delta Apparel, Inc.
322 S. Main Street
Greenville, SC 29601

You can also send your report to the Chairperson of our Audit Committee (the "Audit Chairperson"). Communications sent by mail to the Audit Chairperson should be addressed to the attention of the Audit Chairperson, c/o Delta Apparel's Director of Internal Audit, 322 S. Main Street, Greenville, SC 29601, by fax to the Audit Chairperson c/o Delta Apparel at (864)-232-5199, or by e-mail c/o joey.lester@deltaapparel.com.

All Other Matters:

There are several other channels for directing any other types of complaints, concerns, or requests for guidance. These can be directed through your supervisor, your local human resources department, or by contacting: (i) Chief Financial Officer; (ii) the Vice President of Administration and General Counsel, or (iii) the Chairman and Chief Executive Officer (the "Corporate Officers").

Below is the contact information for these reporting channels in addition to your supervisor.

Chief Financial Officer:

Telephone: (864) 232-5200 x 6620

Facsimile: (864) 232-5199

E-mail: deborah.merrill@deltaapparel.com

Mail: Chief Financial Officer
Delta Apparel, Inc.
322 S. Main Street
Greenville, SC 29601

Vice President of Administration and General Counsel:

Telephone: (864) 232-5200 x 6604

Facsimile: (864) 232-5199

E-Mail: justin.grow@deltaapparel.com

Mail: Vice President of Administration
and General Counsel
Delta Apparel, Inc.
322 South Main Street
Greenville, SC 29601

Chairman and Chief Executive Officer:

Telephone: (864) 232-5200 x 6601

Facsimile: (864) 232-5199

E-Mail: bob.humphreys@deltaapparel.com

Mail: Chairman and Chief Executive Officer
Delta Apparel, Inc.
322 South Main
Street Greenville, SC 29601

Employees outside the United States can also make reports or requests to guidance to:

Director of Apparel Manufacturing

Telephone: 00-52-982-81-34970

E-mail: Carlos.encalada@deltaapparel.com

Reports and requests for guidance may be made anonymously. You DO NOT have to give your name. Should you decide to make your report via e-mail, then you may wish to use a third-party Internet account in order to make your report anonymously. Our policy requires complaints and requests for guidance to be promptly investigated and kept confidential to the maximum extent consistent with our legal duties, if you request confidentiality. Our goal is to respond promptly to all questions and reported concerns.

NON-RETALIATION

- We prohibit retaliation for your reporting or providing information about a matter you reasonably believe violates or may violate this Policy. We also prohibit retaliation for requesting guidance under this Policy, acting in good faith by participating in, cooperating or assisting in any investigation, or providing testimony in any governmental proceeding. Our policy prohibits retaliation against a person who has truthfully and in good faith reported a violation -- even if it later turns out that the person was mistaken in reporting the matter originally. We also prohibit intentionally filing a false report.
- If you believe that you or someone else has been retaliated against, you should report the matter immediately to the Audit Chairperson or any other individual referenced in the “To Report Violations Of This Policy And Request Guidance” section of this Policy.
- Remember, people in positions of authority cannot stop you from following this Policy. If they attempt to do so, they are subject to disciplinary action.

WARNING SIGNS

Below we’ve listed a few of the warning signs that the Policy may be about to be violated. You can probably think of others as well. If in doubt, seek guidance under this Policy.

- “Well, maybe just this once.”
- “No one will ever find out.”
- “It will really help our business if we bend the rules here.”
- “It sounds too good to be true.”
- “Everyone does it.”
- “Get rid of those documents.”
- “The regulators/accountants/attorneys/customers/suppliers don’t need to know about . . .”
- “No one will get hurt.”
- “What’s in it for me?”
- “We didn’t have this conversation/meeting.”

A good rule of thumb in evaluating behavior is the “front page of the newspaper” test. As a general rule, you should avoid any activity that you would not feel comfortable having your family and neighbors read about on the front page of the local newspaper. If in doubt, seek guidance as described above.

COMPLY WITH LAWS AND REGULATIONS

You are expected to comply with all applicable laws, regulations and Company policies in performing your duties on behalf of Delta Apparel. This is a minimum expectation. If in doubt, request guidance. If you perform work internationally, you are also subject to the laws and regulations of the countries in which we do business. If you are concerned that there is a potential conflict between the laws of the countries in which we operate and the laws of the United States or Company policy. In those situations, seek guidance under this Policy on how to handle the conflict.

SAFEGUARD COMPANY PROPERTY

Delta Apparel's assets belong to our shareholders, and we have a special responsibility to protect our resources and assets. Theft, loss, misuse, carelessness and waste of assets have a direct impact on our Company's profitability. The assets of Delta Apparel are much more than our physical plants, equipment, inventory, funds and office supplies. They include corporate opportunities and intellectual property such as business information, technical information and third-party information, and may be in oral, written or electronic form (such as computer, e-mail or voicemail files).

To safeguard our Company's assets:

- You should devote work hours to activities directly related to our business.
- You must obtain the prior approval of your manager for any personal use of Delta Apparel computers or equipment. If approved, such use must be limited and reasonable and not interfere with your job performance.
- Protect Company assets from waste and disappearance.
- Any corporate opportunities you discover in the course of Delta Apparel's business or using Delta Apparel property belong to our Company. They should not be used for any other purpose or disclosed to others outside Delta Apparel.
- No Delta Apparel assets or opportunities may be improperly used to provide personal gain to you or others. You may not transfer any of the assets of Delta Apparel to others, except in the ordinary course of business or as directed by an officer of the Company, consistent with ethical practices.
- Any information that you learn through your relationship with Delta Apparel and that you have no reason to believe is widely known outside of Delta Apparel should be treated as an intellectual property asset. Delta Apparel's intellectual property should be kept confidential even after you leave our Company. Disclosure by you of Delta Apparel's intellectual property may be vigorously prosecuted under both civil and criminal laws as discussed in our Confidentiality Policy found below. If you believe that you may have disclosed information inappropriately, promptly inform your manager, or an officer of the Company. Your voluntary, forthright cooperation is encouraged and is taken into consideration.
- Do not use another organization's intellectual property without permission. Do not use or copy computer software without a license from the owner.
- Upon termination of your relationship with Delta Apparel, you must return all Company documents and records, including those in electronic form and including any information on any electronic device that either you or the Company own or any information in the 'cloud.'

- You should not conduct work during Company time for the personal benefit of directors, the corporate staff, or any group, division or subsidiary officer.
- Any artwork, software or other intellectual property you develop or discover in the course of Delta Apparel's business or using Delta Apparel property belong to our Company. They should not be used for any other purpose. They should not be disclosed to others outside Delta Apparel without a proper Company-related purpose.

AVOID CONFLICTS OF INTEREST

In your work, you have an obligation to always do what's best for Delta Apparel and our customers. When you are in a situation where competing loyalties could cause you to pursue a personal benefit for you or your friends, family or others at the expense of Delta Apparel or our customers, you may be subject to a conflict of interest. You should avoid circumstances that present even the appearance of such a conflict.

When faced with a potential conflict of interest, ask yourself:

- Would this relationship or situation embarrass me or Delta Apparel if it showed up on the front page of a newspaper or the top of a blog?
- Am I reluctant to disclose the relationship or situation to my manager or Delta Apparel officers?
- Could the potential relationship or situation create an incentive for me, or be perceived by others to create an incentive for me, to benefit myself, my friends or family or an associated business, at the expense of Delta Apparel?

If the answer to any of these questions is 'yes,' the relationship or situation is likely to create a conflict of interest, and you should avoid it.

Below we provide some examples of conflicts of interest that can arise. No list can be exhaustive and we rely on your good judgment and adherence to the principles in this Policy.

- Outside employment or consulting that might have a negative impact on your ability to render full-time, effective service to Delta Apparel or on Delta Apparel's standing in the community;
- Solicitation or receipt of direct or indirect benefits from outside sources (for example, a supplier, customer or competitor) based on your relationship with Delta Apparel;
- Conducting personal business or community activities in a way that implies unauthorized endorsement by Delta Apparel or in a manner that may adversely affect your job performance or Delta Apparel's standing in the community;
- Employment with personal or family interests or serving as an officer or director for an enterprise that has business relations with our Company or is our competitor;
- Using Delta Apparel's assets, opportunities, contacts or confidential nonpublic information for improper personal or family gain;
- Sharing in the proceeds from any business transaction in which Delta Apparel is involved;
- Your spouse or near relative doing any of the above.

You should report any actual or potential conflict of interest to an officer of the Company or the Audit Chairperson. Those individuals can also answer any question concerning whether a conduct or activity constitutes a conflict of interest.

In addition, directors, officers and certain shareholders are subject to Delta Apparel's Related Party Transactions Policies and Procedures. A copy of this policy is available from the Chief Human Resources Officer or the General Counsel.

GIFTS, ENTERTAINMENT AND BUSINESS COURTESIES

- Accepting gifts or entertainment from a Delta Apparel customer, supplier, business partner, or competitor (or a potential customer, supplier, business partner or competitor) can easily create the appearance of a conflict of interest, especially if the value of the gift or entertainment is significant. As a result, this Policy prohibits accepting significant gifts, entertainment or any other significant business courtesy. This includes discounts or benefits that are not made available to all Delta Apparel employees. Acceptance of inexpensive “token” non-cash gifts, infrequent and moderate business meals and entertainment and infrequent invitations to local entertainment events and celebratory meals can be appropriate aspects of many business relationships, provided that they aren’t excessive and don’t create the appearance of impropriety. You should never accept business courtesies that you would not feel comfortable discussing with your supervisor or having known by the public. You should never solicit business courtesies. In no case should you accept or offer gifts or services with a value over \$100 USD without approval of your manager.
- Gifts from customers, suppliers, business partners, or competitors of cash or cash equivalents (e.g., gift certificates or prepaid gift cards) should never be accepted, unless they are promptly presented to Delta Apparel for distribution to other Delta Apparel employees along with the recipient for activities such as safety celebrations.

NO PERSONAL LOANS TO DIRECTORS AND EXECUTIVE OFFICERS

- The securities laws prohibit Delta Apparel from extending any personal loan or making any other direct or indirect extension of credit to or for the benefit of any director or executive officer of our Company. This includes Delta Apparel and any subsidiary arranging for or guaranteeing any indebtedness of our executive officers or directors, or arranging for any other party to make a loan or extend credit in any form to or for their benefit.
- Certain transactions between Delta Apparel and its executive officers and directors, such as advancement of job relocation, travel, and other expenses by Delta Apparel and split-dollar life insurance policies issued to executive officers and directors may violate the securities laws. Therefore, we prohibit these transactions unless they are approved or exempt from approval under Delta Apparel’s Related Party Transactions Policies and Procedures. A copy of this policy is available from the Chief Human Resources Officer or the General Counsel.

CUSTOMER, SUPPLIER AND OTHER RELATIONS

- Our goal is to ensure that every customer receives:
 - Products of consistently high quality and on-time delivery;
 - Prompt, accurate and courteous responses to requests and inquiries; and
 - Accurate information regarding our products.
- You should endeavor to deal fairly and in good faith with our customers, shareholders, suppliers, regulators, business partners, competitors and others. You should never knowingly misrepresent any facts concerning any of our products or services or the product or service of a competitor.
- We seek to outperform our competition fairly and honestly through superior business performance. Do not offer excessive gifts, entertainment or favors to current or potential customers, suppliers or business partners.

- Safeguard confidential information about current and potential customers, suppliers, and business partners. This information is subject to our confidentiality policy described below.
- Do not engage in personal loan activity with employees or current or potential customers, suppliers, or business partners.
- Do not use, obtain, accept or receive any information to which Delta Apparel is not clearly and legitimately entitled. If you ever have reason to believe that the release or receipt of information is unauthorized or you are uncertain as to Delta Apparel's right to use the information, do not copy, distribute or use it until you have obtained guidance under this Policy.
- Purchases should be made in accordance with our purchasing policies. Information regarding these policies may be obtained from an officer of the Company.

BRIBES, KICKBACKS AND SIMILAR MATTERS

- Do not offer, give or accept, directly or indirectly, bribes, kickbacks or similar payment for any reason, or allow or permit anyone else to do so. "Kickbacks" and "bribes" can take many forms and are not limited to direct cash payments or credits and are not limited to government officials. You may not make a commission or other payment if you know or have reason to believe that the payment will be used as a kickback, bribe or similar payment.
- You should also be careful when you give gifts or pay for entertainment or other business courtesies on behalf of Delta Apparel. You should never make available or offer any money, gifts, services, entertainment or anything of value in any amount, directly or indirectly, to any government official, employee or candidate that could be perceived as a bribe or, if known, would harm the reputation of the public official or Delta Apparel. You should assume that your actions will become a matter of public knowledge. If in doubt, seek guidance under this Policy.

POLITICAL CONTRIBUTIONS AND ACTIVITY

- Your involvement and participation in the political process must be on an individual basis, on your own time, and at your own expense. We prohibit any direct and indirect Company contribution to, and activity on behalf of, any political cause or campaign without the express authorization of an officer of the Company. Do not use any Delta Apparel facility for political purposes without the express authorization of an officer of the Company.
- Solicitations and distributions concerning a political matter during working time and in work areas are governed by a separate policy on solicitation and distribution. A copy of this policy may be obtained from an officer of the Company.

SPECIAL CONCERNS REGARDING PUBLIC OFFICIALS AND CANDIDATES

Laws in the United States and countries in which Delta Apparel does business are complex and impose strict limits on gifts and business courtesies to government officials and candidates. Any acts of hospitality directed toward government officials or candidates should be so limited in nature and scope as to avoid even the appearance of any impropriety. The acts must be viewed from the perspective of whether there is any possibility that the action will damage the reputation of the public official or Delta Apparel. You should assume that your actions will become a matter of public knowledge. If in doubt, seek guidance under this Policy.

ACTIVITIES OUTSIDE THE UNITED STATES

- Delta Apparel's business, both inside and outside the United States, should be conducted in full compliance with applicable laws. Examples of applicable laws include laws respecting the import and export of goods, safe and healthy workplace requirements, forced labor and minimum age requirements for workers. These laws and regulations may be difficult to interpret and you should seek guidance under this Policy.

PROPER ACCOUNTING

- You must ensure the accuracy of any business or financial records for which you are responsible. These include not only financial accounts and records, but other records such as quality reports, time records, production reports, expense reports, and documents sent to others such as customers, suppliers, financing sources, business partners, and regulatory authorities such as the United States Securities and Exchange Commission ("SEC") and government agencies.
- If you are responsible for the preparation of any business or financial records on behalf of Delta Apparel or for making public communications, you must ensure that all information contained in the records or communication is full, fair, timely, accurate, and understandable.
- As part of your work for Delta Apparel, you should play your part to assure that:
 - No false, misleading, inaccurate or incomplete documents are used in carrying out Delta Apparel's transactions;
 - No false, misleading, inaccurate or incomplete entries are made or maintained on Delta Apparel's books or records;
 - No entries or records are made or maintained that intentionally conceal or disguise the true nature of any transaction;
 - No undisclosed funds, assets or accounts are established or maintained;
 - Transactions are carried out in accordance with management's authorization;
 - Customer invoices reflect actual prices (set by accepted competitive actions), quantities and other terms and are prepared only for goods and services actually shipped or delivered, or produced in compliance with valid bill and hold contracts. Do not reflect inaccurate information in a customer document, even at the request of a customer or other party. Discounts, credits, allowances and other price variances may be granted to customers only when it is lawful to do so, when approved by authorized corporate personnel, and when reflected in the appropriate documents;
 - No payment is made by Delta Apparel or on its behalf with the intention or understanding that all or part of the payment is made for reasons or purposes other than those described in the supporting documents for the transaction;
 - All receipts and disbursements of funds are properly and promptly recorded; and
 - Our Company complies with applicable law and stock exchange rules and regulations.
- The integrity of our financial statements and internal controls is vital to our success. Our policy is to fully and fairly disclose financial information in compliance with all applicable laws, rules and regulations and accounting principles. Do not conceal information from Delta Apparel's auditors or attorneys. Do not make or cause others to make a materially misleading, incomplete, or

false statement in connection with an audit or any filing with any governmental or regulatory entity (such as the NYSE MKT exchange or the SEC). Do not take any action, or instruct others to take any action, to fraudulently influence, coerce, manipulate or mislead any independent accountant engaged in the performance of an audit of our Company's financial statements. Do not omit or cause others to omit any material fact that is necessary to prevent a statement made in connection with any audit, filing, or examination of Delta Apparel's financial statements from being misleading. You should comply with our system of internal accounting controls.

- **If you know of or about any unrecorded fund or asset, any prohibited act, any inaccurate or incomplete entry on the books of Delta Apparel or any related entity, any attempt to influence, coerce, manipulate or mislead an auditor, or any other questionable accounting or auditing or internal control matter, you must promptly report the matter to the Audit Chairperson. Reports and requests for guidance may be made anonymously. See the section of this Policy entitled "To Report Violations of this Policy and Request Guidance."**
- **We strictly prohibit retaliation for your reporting or providing information about a matter you reasonably believe violates or may violate this Policy. We also prohibit retaliation for requesting guidance under this Policy and for acting in good faith by participating in, cooperating or assisting in any investigation, or providing testimony in any governmental proceeding. Our policy prohibits retaliation against a person who has truthfully and in good faith reported a violation - even if it later turns out that the person was mistaken in reporting the matter originally. We also prohibit intentionally filing a false report. See the section of this Policy entitled "Non-Retaliation."**

TRADING IN SECURITIES

We have a detailed policy regarding insider trading and tipping. A copy of this policy is available from an officer of the Company.

- You may not trade in securities of the Company if you are aware of material, non-public information about the Company. In addition, you may not trade in securities of any other publicly held company (such as a supplier, customer or competitor of the Company) if you are aware of material, non-public information about that company and you obtained such information in the course of your employment or position with the Company.
- You also may not disclose material, non-public information to others who may trade in securities or recommend to any person that he or she purchase or sell securities when you are aware of material, non-public information. Disclosing material, non-public information regarding a company to persons who may trade in securities is known as "tipping" and is a violation of the securities laws. If you engage in "tipping," you may be liable for the same civil and criminal penalties that apply to other insider trading violations, even if you did not trade in securities of that company and did not gain any benefit from another's trading.
- Non-public information is information that is not generally known or available to the public. Information is considered available to the public only when it has been released broadly to the marketplace (such as in a publicly accessible conference call or by a press release or filing with the SEC or public dissemination as determined under applicable SEC interpretations) and the marketplace has had time to absorb the information fully.

For additional guidance regarding the types information that is material, non-public information or the types of

prohibited transactions, consult the Company's insider trading policy or request advice from an officer of the Company.

CONFIDENTIAL INFORMATION

- Any information that you learn through your relationship with Delta Apparel and that you have no reason to believe is widely known outside of Delta Apparel should be treated as confidential. You should keep this information confidential even after you leave our Company.
- Do not release any confidential information to any unauthorized person (including family members, others within Delta Apparel without a business reason to know, and ex-employees). If there is any question as to whether someone is "authorized," ask your supervisor or seek guidance under this Policy before releasing the information. Care must be taken to avoid inadvertent as well as intentional disclosure of confidential information. Disclosure of our confidential information may be vigorously prosecuted by Delta Apparel under both civil and criminal laws.

Below are some examples of confidential information. This list is not exhaustive and we rely on your good judgment to protect our confidential information.

- Manufacturing processes, methods, inventions, improvements and discoveries;
 - Financial or business information not published or available to the general public;
 - Strategic information;
 - Information about applicants, employees, suppliers, customers and others contacted in Delta Apparel's operations;
 - Artwork, trademarks and licenses;
 - Computer software; and
 - Other information received in confidence.
- You should not discuss confidential matters in the presence or within hearing range of unauthorized persons, such as in elevators, restaurants, taxis, airplanes, or other publicly accessible areas. You should use care when talking on cellular telephones or other means of communication that are not secure. Do not discuss confidential information with family, relatives, or business or social acquaintances.
 - You may not use in Delta Apparel's business any trade secret information from a previous employer or previous association.
 - If you believe that you may have disclosed information inappropriately, promptly inform your manager or an officer of the Company. Your voluntary, forthright cooperation is encouraged and is taken into consideration.

EQUAL EMPLOYMENT OPPORTUNITY AND NON-HARASSMENT

Delta Apparel believes in offering equal employment opportunities and seeks to employ and promote the most capable individuals available. Our policy requires that we comply with applicable federal, state and local employment laws. We prohibit unlawful harassment. Copies of our Equal Employment Opportunity Policy Statement and our Harassment Policy Statement are available from the Chief Human Resources Officer. These policies contain instructions for reporting violations.

MAINTAIN A SAFE AND HEALTHY WORK ENVIRONMENT

- We are committed to conducting our operations in compliance with all applicable safety and environmental laws and regulations.
- Some of our environmental obligations include but are not limited to:
 - Obtaining, maintaining and complying with all environmental permits and approvals required for the conduct of our operations;
 - Proper handling, storage and disposal of regulated materials, including hazardous waste; and
 - Timely and accurate submission to the proper government agencies of required reports concerning environmental monitoring, spills and violations.

You should observe all posted warnings and regulations and promptly report under this Policy any conditions that you perceive to be unhealthy, unsafe or hazardous to the environment. Report immediately to the appropriate manager any accident or injury sustained on the job, and any environmental or safety concern you may have. If you are in doubt, seek guidance under this Policy.

PROTECT DOCUMENTS

- Documents created in the course of conducting our business should be retained in accordance with applicable law and our record retention policies. Adequate records should be maintained to document Delta Apparel's compliance with all laws and regulations concerning document destruction. If you are in doubt, request guidance under the Policy. Information regarding our record retention policies is available from an officer of the Company.
- Do not alter, destroy, mutilate, conceal, cover up, falsify, or make a false entry in any record, document or other object, or attempt to do so.
- Business records and communications often become public and you should avoid exaggeration, derogatory remarks, guesswork or inappropriate characterizations of people or companies. This applies equally to e-mail, internal memos and formal reports.

CONTACTS WITH THE MEDIA AND THE PUBLIC

- You should channel any requests for information from the media and other persons through Delta Apparel's General Counsel or Chief Financial Officer. You should not release information to news media about Delta Apparel activities, the activities of other employees or Delta Apparel policies.
- Do not participate in any Internet discussions, "chat rooms" or similar communications regarding Delta Apparel or our business, prospects, strategies, employees, agents, customers or suppliers.

INVESTIGATIONS AND LITIGATION

- From time to time Delta Apparel may be contacted by officials of federal or state enforcement agencies seeking information about Delta Apparel's business or about markets in which we compete. Our general policy is to cooperate with, and furnish reasonable assistance to, such agencies. However, all such contacts should be coordinated with the General Counsel. If you are contacted directly by an official of such an agency, you should (1) clarify to the extent

possible what the official wants and why, (2) inform the official that the contact is generally referred to the General Counsel for Delta Apparel who gets back in touch with the official, and (3) not supply any information until the request has been reviewed with the General Counsel. Do not lie to or mislead any government or regulatory official. Please also see “Protect Documents” above.

- Do not take any action to:
 - impede, obstruct or adversely influence the investigation or proper administration of any governmental matter or investigation;
 - corruptly obstruct, influence or impede any official proceeding or attempt to do so;
 - alter, destroy, mutilate, conceal, cover up, falsify or make a false entry in any record, document or other object, or attempt to do so with the intent of impairing the object’s integrity or availability for use in an official proceeding; or
 - impede, obstruct or influence the investigation or proper administration of any matter within the jurisdiction of any governmental agency or court.
- Any requests from an attorney representing a party adverse or potentially adverse to Delta Apparel should be referred to the General Counsel.

ON-LINE MEDIA, MAIL, E-MAIL, VOICEMAIL AND EQUIPMENT

- Employees must comply with all Company policies in their use of online media. Our policies apply to communications related to job responsibilities and to personal communications that may impact the Company. This does not prevent you from discussing wages, hours or working conditions. Employees should be polite, respectful, and remember that one’s conduct may impact the way others view who we are and what we stand for as a company. Be alert to reporting obligations, including adverse event reporting procedures, and protect Delta Apparel’s confidential information as defined above. You should be mindful of the content created, shared and posted, remembering that the Internet is a public place. Always use good judgment when engaging in social media. For additional information or questions, please seek guidance under the Policy.
- Personal mail received at our Company may be opened before its distribution. You should request that any personal mail be addressed to your home. Do not give Delta Apparel as your personal mailing address.
- Delta Apparel provides some employees with access to electronic mail (“e-mail”), voicemail systems and other equipment for conducting Company business. All communications and information transmitted by, received from or stored in these systems are Company records and property of Delta Apparel. These systems should be used for conducting Delta Apparel’s business. Any personal use by you of Delta Apparel’s e-mail, voicemail, computer systems, or equipment must be pre-approved by your manager and limited and reasonable and must not interfere with your job performance.
- You should have no expectation of privacy in any matter stored, created, received or sent using Delta Apparel’s systems. Delta Apparel, in its discretion, has and may exercise the right to monitor, access, retrieve and delete any matter stored in, created by, received or sent over these systems for any reason and without notice to you or your permission. This includes any pre-approved personal use. Even if you use a password to access these systems, you should not expect confidentiality of any message stored in, created by, received or sent from these systems. If you

share your user ID, password or other credentials with other employees, you still remain responsible for the content of the messages and use of Delta Apparel's system.

- Our Company's policies against sexual and other harassment apply fully to electronic systems, and any violation of those policies may result in discipline up to and including immediate termination in the discretion of Delta Apparel. No message should be created or sent if it contains intimidating, hostile or offensive material.
- Users should routinely delete outdated or otherwise unnecessary e-mails and computer files unless applicable law or a document retention policy requires that they be maintained. Proper deletions help keep the system running smoothly and effectively, as well as minimize maintenance costs.
- You should be courteous to other users of the systems and always conduct yourself in a professional manner. Mail, e-mails and voicemails are sometimes misdirected or forwarded and may be viewed or heard by persons other than the intended recipient. You should use electronic communications with no less care, judgment, professionalism or responsibility than you would use for letters or internal memoranda written on Delta Apparel letterhead.

FAILURE TO COMPLY; WAIVER

Failure to comply with the laws or regulations governing Delta Apparel's business or this Policy may result in disciplinary action. Only the Board of Directors or a committee of the Board may waive application of any part of this Policy to a director or executive officer of Delta Apparel. Only an officer of the Company may waive application of any provision of this Policy to any other Company employee. Company policy requires that a waiver is granted only if a determination is made that the waiver is appropriate and after implementation of any controls that are necessary or appropriate to protect Delta Apparel.

SUBSTANTIAL AUTHORITY PERSONNEL

If you have been identified as part of Delta Apparel's "substantial authority personnel," you must report immediately to Delta Apparel (Attention, General Counsel) any conviction of a felony (not including a conviction that has been expunged from your record or of which the records have been sealed). If you are a member of that group, you must also immediately report to Delta Apparel's General Counsel if you become a party to a lawsuit in which allegations of fraud, bad faith or dishonesty are made against you, if you have had any sanctions imposed against you by any trade or professional organization, or if there has been a judicial determination that you have engaged in fraud, bad faith or dishonesty. Members of the "substantial authority personnel" group are notified of their inclusion in this group by Delta Apparel.

CONCLUSION

The points covered in this Policy are not intended to be all-inclusive or to cover all matters. You should use your good judgment and the highest levels of integrity in conducting Company business.

Acknowledgment

I have read The Ethics Policy Statement of Delta Apparel, Inc., and its subsidiaries (the "Company") dated April 21, 2010, as revised November 24, 2015 and October 19, 2016, and have retained a copy for my future guidance. I understand the importance of adhering to the highest ethical standards in the conduct of the Company's operations. **I understand that this Policy is not a contract and does not create any contractual rights, and that this Policy may be changed at any time in the Company's sole discretion.**

I currently have no personal interests, nor does any relative have personal interests, other than those set forth below, which may conflict with the interests of the Company.

Disclosures (If none, state none):

Signature: _____

Date: _____

Printed Name: _____

Position: _____