

*These questions relate to the period since the COVID-19 pandemic. Please provide YES, NO or numerical answers where requested. We also welcome additional information and context.*

### **Factory closures**

*BHRRC is collecting and publishing an aggregated list of closed factories in the supply chains of 50 global apparel brands.*

1.a. Are you keeping a list of factories that have closed in your supply chain since March 2020, (including those that you stopped sourcing from during the pandemic) **Y**

b. Is your company willing to share a list of closed factories, including names and addresses? (Please share list here or as an attachment)-

**Please see Excel attachment. The sites attached closed due to a variety of reasons, rather than solely due to COVID-19. For example, a lack of workers and owners wanting to retire.**

c. Are you willing to provide BHRRC with updated lists in the future? **Y**

### **Purchasing practices**

2. a. Have you implemented a policy specifying that your sourcing team must not ask for price reductions or discounts relative to comparable items from last season? **N**

b. If yes, can you share this policy with BHRRC? **N/A**

c. If no, have you implemented any pandemic- related policy designed to ensure your sourcing staff do not pressure suppliers on price or production times and can you share this policy? **N**

**The responsible sourcing team is in regular direct contact to ensure that our suppliers are fully supported by ASOS. In addition, each year we share our purchasing practices survey with our suppliers, enabling them to share feedback on what it's like working with ASOS. We use this feedback to inform training for our buyers and make sure we're addressing any shortcomings or issues with our approach.**

### **Worker wage and severance payments**

3.a Have you received reports of non-payment of full salaries for workers in your supply chain? **Y**

b. Is your company actively involved in resolving each of these payment disputes? **Y-**

**We address this through a combination of our audit programme and by adopting a "beyond audit" approach.**

**We maintain frequent contact with our suppliers to make sure any outstanding corrective actions found during audits are resolved. Non-payment of minimum wage is a critical issue and we require immediate remediation of this, and verify that back payment of any wages has occurred through follow up audits.**

**We also take a “beyond audit” approach by collaborating with various external stakeholders to resolve such issues. For example, we have worked collaboratively with IndustriALL local affiliate CTSP in Mauritius to resolve payment related grievances in our supply chain this year.**

4.a. When garment workers lose their jobs, are you monitoring if they are receiving all outstanding wages and legally mandated severance payments? **N**

**As signatories of the ILO Call to Action, we are committed to protecting workers’ income, health and employment and support employers through COVID-19. We are also active members of the International Working Group and attend regular meetings with other global brands, working collaboratively to develop concrete and specific measures to make contributions needed, and to deliver on these priorities.**

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **N**

**Bangladesh is an exception to this, which we track through our ACT membership. During an ACT meeting on the COVID-19 response in Bangladesh, one of the key actions that the Working Group agreed on is to work together to get a clear understanding of the compliance by ACT suppliers on wages, bonuses and severance pay as well as an understanding of the extent of retrenchments. The group has agreed that all brands, the BGMEA, and the unions will collect and share any information they have, ensuring that all members of ACT are fully informed as to how many ACT suppliers have paid all legal entitlements over the past few months.**

#### **Discriminatory dismissals and human rights violations**

5.a Have you implemented a pandemic-related policy with your suppliers to ensure vulnerable demographics of workers are not being disproportionately targeted for layoffs (e.g. union members & leaders, pregnant women, migrant workers)? **N- Not for specific policy but this is included in our Ethical Trade code.**

b. Are you tracking lay-offs and suspensions by demographic? **N**

c. If Y can you provide a list of the categories being monitored?

d. If N, what steps are you taking to ensure discriminatory dismissals are not being carried out?

**ASOS’ Code of Practice highlights our zero tolerance to discrimination within our factories. We ensure this through auditing, focusing on several aspects of our code of practice- hiring, training, working conditions, firing and retirement through discriminative questions.**

6.a Are there one or more factories supplying your company where advocates have alleged workers have been criminally charged or imprisoned in violation of their human rights (freedom of expression, freedom of assembly & association, collective bargaining etc.)? **N**

b. In all such cases, have all workers been released from custody with all charges dropped? **N/A**

**Questions included in previous questionnaire, please provide current responses:**

7. a. What were your payment times prior to the pandemic (in days)? **60 days standard, but some suppliers are on 15 and 30 to support shortest lead times supplier**

b. Have you extended these payment times for the current pandemic period? **N**

c. What are the maximum number of days from invoice date within which you pay your suppliers currently (e.g. 30, 60, 90, 180 days)? **60 days**

8. Have you committed to pay in full for all in-production and completed orders? **Y**

9. Have you requested a discount for any orders? **N**

10. Are you supporting suppliers with access to local finance with a letter of credit or through other means? **N- Although, ASOS did send a letter to suppliers in Turkey confirming business, so they had the opportunity to apply for Government support (Please see attached letter).**