

Factory closures

BHRRRC 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) **N**

c. Are you willing to provide BHRRRC with updated lists in the future?

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 BHRRRC?

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**

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 - In such cases, our local teams will follow up with the factory directly, coordinate with other brands if relevant, and do everything possible to resolve the issue. Non-payment of wages / salaries below minimum wage level, is a critical violation of BESTSELLERs Code of Conduct and will not be tolerated.**

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

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Y - In such cases, our local teams will follow up with the factory directly, coordinate with other brands if relevant, and do everything possible to resolve the issue. Non-payment of wages / salaries below minimum wage level, is a critical violation of BESTSELLERs Code of Conduct and will not be tolerated.**

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)? **Y**

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

c. If **Y** can you provide a list of the categories being monitored? FOA policy and additional communication to suppliers.

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

We are aware of the risk the factories may target union members for COVID-19 related layoffs. We have therefore continuously reminded our suppliers that such a practice is a critical violation of BESTSELLERs code of conduct and will not be tolerated.

In cases where this practice has been reported, we have investigated the case and remained in close dialogue with the relevant labour union and factory management. Most cases have been resolved satisfactory with reinstatement of workers who were discriminatory laid off, or other solutions which have been approved by workers, unions and factory management. In the few cases where our leverage has been too small to succeed in pushing through a solution between the disputing parties, we have discontinued business with the factory.

We have additionally required factories to enrol in capacity development programmes on Freedom of Association, where we find that this is needed.

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)? **TT 40 days**

b. Have you extended these payment times for the current pandemic period? **N** – we shortened to 10days for 3 month period from July to September. We have since moved our payment terms to TT90 (as a standard).

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)? **TT90 days**

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

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

10. Are you supporting suppliers with access to local finance with a letter of credit or through other means? **Y**