

Thank you for your enquiry into Burberry's supply chain management in relation to Syrian workers in Turkey. We are happy to participate in the project and hope the exercise and collection of different approaches will deliver value and support for the wider industry.

Our sourcing footprint in Turkey is very small. As referenced below, we only have two 1st tier suppliers and so it wasn't easy for us to answer each individual question so we have prepared a summary of our activities within Turkey, reflecting your questions, so you and other stakeholders can see how we have approached this issue. Please let us know if this is helpful for your research purposes and if we can help in any other way?

Through a Human Rights Impact Assessment exercise that Burberry conducted, migrant workers were identified as a group of workers with specific needs. To address this, Burberry has a Global Migrant Worker Policy in place, informed by the Dhaka Principles and the ILO Fundamental Conventions. Burberry assesses suppliers against its strict Ethical Trading Code of Conduct and the Migrant Worker Policy and works with suppliers on any measures needed to meet these standards. Where migrants have specific needs, eg – they speak a different language to the local language, Burberry ensures that someone, as part of the monitoring team, is able to communicate with the workers.

Burberry is a member of the ETI and we are united in our ambition to prioritise the interests of affected workers and, in line with the Burberry Ethical Trading Code of Conduct, to take a zero tolerance approach on exploitation of and discrimination against migrant workers.

Our programme covers all first tier suppliers and strategic raw material supplier and Burberry requires all suppliers to declare all subcontractors prior to use. To support the implementation of this requirement, Burberry has a Partner non Compliance Policy. If any supplier is found to be using an unauthorised subcontractor, the supplier is subject to disciplinary action which, as a last resort, includes terminating the commercial relationship.

Burberry has two first tier Turkish suppliers who were both assessed in 2015 during which no Syrian workers were identified.

Separately, Burberry made a substantial contribution to UNICEF in support of their work with Syrian refugees.