

*These questions relate to the period since the COVID-19 outbreak. Please answer all questions and 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/N

We are following every season in our factory database. Few of our active factories had to close since march 2020, leading Carrefour to stop sourcing with them: one of them is a chinese factory closed , and another one is in Bangladesh (closure in june 2020).

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

The factory which closed in China is Foshan Shunde Fuda shoes Co., ltd. The one from Bangladesh is IL Bangla factory.

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

Yes, if it happened we would be able to communicate it.

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

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

The lockdown during covid19 crisis led factories to stop their activities and some payments were pending due to this closure. Anyway, salary payments have been catch-up after re-opening according to our social audit database, except for some cases -example in India- where catch-up decision is still pending on government decision.

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

If it happens, we would be involved to resolve the issue

3.a. When garment workers lose their jobs, are you monitoring if workers are receiving any outstanding wages, legally mandated severance, and unemployment benefits? Y/N

We have systematic audits done in our factories, based on ICS or BSCI standard: in case garment workers lose his job, legal requirements must be applied :this is checked during the social audits ICS or BSCI done by the third party companies. Anyway, during the pandemia, some audits / visits could not be done on time and could have been postponed : for these 'local' cases, we are also following up the updated audit schedule and result to ensure the compliance of the factory.

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

If it happens, we would be involved to resolve the issue

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

4.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/N

During the pandemic, we focused our actions on implementation of safety measures follow-up and continuation of business relationships with our suppliers.

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

This follow-up is ensure through our social audit which are performed in all our factories

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?

Any issues of non legal lay-offs or suspensions are checked during the social audit ICS or BSCI. In these audits, the legal procedures (dismissals) are checked, but there is no survey about specific 'vulnerable' demographics of workers.

5.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.)? Y/N

We didn't receive any complain related to such matters

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

## **Purchasing practices**

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

b. If yes, can you share this policy with BHRRC?

c. If not, 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? Y/N

Close communication has been maintained with our suppliers to ensure the continuity of the partnership with them, and for production, we advised our suppliers to adapt delivery according to COVID19 impacts.

7. a. What were your payment times prior to the pandemic (in days)? 120 days

b. Have you extended these payment times for the current pandemic period? Y/N No

c. What is the maximum number of days from invoice date within which you pay your suppliers currently (e.g. 30, 60, 90, 180 days)? 120 days

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

We can confirm that any manufactured or under manufacturing textile products were paid following the usual payment term.

9. Have you requested a discount for any orders? Y/N No

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

Carrefour provides some financial facilities for its sourcing suppliers:

This support includes the "Carrefour vendor Financing program" which allows suppliers to get paid earlier from banks partnered with Carrefour. Some other financial support is discussed and offered to some selected suppliers up to business needs, such as advance payment, shorter payment period, etc. The target is to help each other and ensure good and sustainable partnership.