

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

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) **N/A**
- 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/A**
- c. Are you willing to provide BHRRRC with updated lists in the future? **N/A**

Lululemon Comment:

We publish a [list of the facilities](#) we source from on our website. There were no permanent facility closures and we have not stopped sourcing from any of these factories due to COVID19 related reasons.

Worker wage and severance payments

- 2.a Have you received reports of non-payment of full salaries for workers in your supply chain? **No**
- b. Is your company actively involved in resolving each of these payment disputes? **N/A**
- 3.a. When garment workers lose their jobs, are you monitoring if workers are receiving any outstanding wages, legally mandated severance, and unemployment benefits? **Yes**
- b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Yes**

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)? **No**

- b. Are you tracking lay-offs and suspensions by demographic? **No**
- 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? **Yes**

Lululemon Comment:

In our tracking and monitoring, we specifically focus on the situation and needs of Foreign Migrant Workers. We also track and monitor responsible retrenchment, including fairness of selection criteria, communication of the lay-off process, and payment of severance.

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.)? **No**

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

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? **Yes**

b. If yes, can you share this policy with BHRRC? **Yes, see below**

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/A**

Lululemon Comment:

Being a reliable and fair business partner to our vendors is an important part of our identity at lululemon. While price negotiations with our vendors form part of our standard operating model, they are based on scientific and objective criteria and are conducted in good faith and partnership with our vendors. Final costs will be mutually agreed upon with our vendors prior to order confirmation. We have not and will not ask for discounts / reductions based on business performance or exceptional circumstances such as COVID.

Please see our statement on [Covid19 and our supply chain](#) on our website, which is supported by internal procedures.

7. a. What were your payment times prior to the pandemic (in days)? **30 days**

b. Have you extended these payment times for the current pandemic period? **No**

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)? **30 days**

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

9. Have you requested a discount for any orders? **No**

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