



## **M&S Response to BHRRC COVID tracker – Nov 2020**

Thankyou for the opportunity to update our activities during this covid pandemic. Please see our answers in blue below:

### **Factory closures**

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)

None of our factories have closed since March 2020 due to the pandemic.

### **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?

We have not written a policy as we have not asked for price reductions or discounts.

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

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

We have continually monitored all of our factories in regards to wages and can confirm that salaries have been paid in accordance with country laws.

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

We are signatories to the IOE Call to Action to ensure donor funds are distributed to the workers in the supply chain when necessary as a result of the pandemic.

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

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

### **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/N**

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

Our Global Sourcing Principles state that “Prior to implementing **any** restructuring / reorganisation or closure involving dismissal of workers, suppliers must implement a process involving reviewing viable alternatives and setting out a retrenchment plan



to reduce the adverse impacts of retrenchment on workers. The retrenchment plan will be based on the principle of non-discrimination and will reflect consultation with workers and their organisations. The suppliers will comply with all legal and contractual requirements. Workers must be paid all owed salary and paid for their notice period.”

“Suppliers must base the employment relationship on the principle of equal opportunity and fair treatment. They must not engage in, support or tolerate discrimination in any area of employment. Suppliers must not discriminate against any worker based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination.”

Given this is a condition of trade with us we do not feel it necessary to have a specific policy for the current situation

<https://corporate.marksandspencer.com/documents/plan-a-our-approach/global-sourcing-principles.pdf>

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.)? **NO**

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

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

7. a. What were your payment times prior to the pandemic (in days)? **75 days**

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

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)? **120 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**