

These questions relate to the period since the COVID-19 pandemic. Please 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) **Yes.**

b. Is your company willing to share a list of closed factories, including names and addresses? (Please share list here or as an attachment). **One factory has closed throughout the pandemic(Unique, India)**

c. Are you willing to provide BHRRC with updated lists in the future? **Yes.**

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? **NO.**

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

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? **We operate and encourage trusted and open relationships with our supply base where collaboration is key. We work with our supplier base to work on the best possible outcome for both parties.**

Worker wage and severance payments

3.a Have you received reports of non-payment of full salaries for workers in your supply chain? **No. Throughout the pandemic we have actively and continue track wage and benefit payments.**

b. Is your company actively involved in resolving each of these payment disputes? **n/a**

4.a. When garment workers lose their jobs, are you monitoring if they are receiving all outstanding wages and legally mandated severance payments? **Yes. This is part of the above wage and benefits payment track.**

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Yes, if any issues are highlighted and brought to our attention. We work with the supplier to understand the issue and work through to resolve.**

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)? **No**

b. Are you tracking lay-offs and suspensions by demographic? **n/a to the above reply.**

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? **We are working with our supply base, especially Bangladesh and India to understand and identify any such issues. We are also members of the Accord and ETI, where we can collaborate with other Brands and work together to sharing information and best practices.**

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)? **60 days.**

b. Have you extended these payment times for the current pandemic period? **No, we have improved them**

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)? **60 days**

8. Have you committed to pay in full for all in-production and completed orders? **Yes prior to 30th March. And from then on, all orders have been reviewed on an individual basis.**

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, we have an early payment scheme through our banking facility.**