

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) **Please note the vast majority of our factory partners have resumed operation- please refer to email for list of closed sites.**
- 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? **Tesco's Code of Business Conduct (COBC) (attached) is clear that treating suppliers fairly should be at the heart of all we do (please refer to page 34). All colleagues receive regular training to ensure that they are clear on Tesco's values and the COBC, so everyone has clarity on how the business expects colleagues to interact with suppliers. The code states that teams should:**

- **Keep to the commitments that you make to suppliers - do not vary the supplier agreements retrospectively.**
- **Give reasonable notice of any proposed changes to supply arrangements and provide an opportunity for suppliers to have decisions reviewed.**

As this policy is in place, Leadership have not created specific COVID-19 guidance for teams. Instead the importance of living our values as a business has been emphasised, and we have consciously not requested discounts.

Our teams are endeavouring to support suppliers during this time, please see our public statement for more details.

b. If yes, can you share this policy with BHRRC? **Leadership agreed and communicated to sourcing teams that discounts should not be requested and that payment terms should not be changed.**

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? **Please refer to our public statement**

Worker wage and severance payments

3.a Have you received reports of non-payment of full salaries for workers in your supply chain? **Yes, but as per our statement, where non-payment is identified we ensure suppliers share their timeline for payment as a priority. No further business is placed with the supplier until payment issues are resolved.**

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

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 discussed during the weekly calls undertaken by our global Responsible Sourcing specialists with all suppliers.**

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)? **This is discussed with suppliers during weekly calls.**

b. Are you tracking lay-offs and suspensions by demographic? **We are not formally tracking by demographic, but we watch for any anomalies and have open channels of communication with global and local unions for any concerning issues to be raised**

c. If Y can you provide a list of the categories being monitored? **N/A**

d. If N, what steps are you taking to ensure discriminatory dismissals are not being carried out? **When worker dismissals are reported, our local team investigate and follow up with the supplier to ensure severance payment has been made to the impacted workers according to the legal requirement. We also have open channels of communication with global unions and NGOs and will always investigate any claims of discriminatory dismissals.**

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? **N/A**

Questions included in previous questionnaire, please provide current responses:

7. a. What were your payment times prior to the pandemic (in days)? **Dependent on type of supply and size of business we mainly operate on 55, 60 and 90 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)? **As above, 55, 60 and 90 days depending on size of the supplier (smaller suppliers are paid more quickly).**

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? **We have signed the Global Call for Action- financial support is one of the key objectives of that initiative.**