

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

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) **Y/N 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) **To date, there have been no factory closures attributed to, or triggered by, Covid-19. We have seen cases of factory closure, but these were planned well in advance of the arrival of the pandemic. For example, a garment factory in Nicaragua, employing around 395 workers, informed adidas in early March 2020 that they would close at the end of July. All workers received their full legal severance at the time of the closure. Earlier this year we also had two factory relocations in Indonesia. Again, these were planned before the onset of the Covid-19 pandemic. Workers were laid-off with full legal severance or offered reemployment in the newly built factories. Local trade unions were consulted, in advance, and agreement reached prior to these relocations.**

There have been no disputes or claims arising out of these cases.

c. Are you willing to provide BHRRRC with updated lists in the future? **Y/N See answer to Q1b above.**

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? **Y/N (Please see our response to Q8 and Q9 which defines our approach since the onset of the Pandemic)**

b. If yes, can you share this policy with BHRRRC? **(Not available)**

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? **Y/N (Not available)**

Worker wage and severance payments

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

b. Is your company actively involved in resolving each of these payment disputes? **Y/N Yes, according to the legal obligations specified in the country for furloughs or suspensions.**

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

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Y/N 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 Yes. We have specific guidance on the handling of layoffs for vulnerable workers. This pre-dates Covid-19 and remains applicable**

b. Are you tracking lay-offs and suspensions by demographic? **Y/N Yes. At a supplier level.**

c. If Y can you provide a list of the categories being monitored? **No. We have not aggregated all individual cases into a single tracking chart, but we do review individual layoff plans, review the proposed selection process, supporting worker communication and sign-off by trade unions or local worker representatives. Particular attention is given to protected classes under national law. This varies by country, but typically includes trade union officials, workers with pre-existing medical conditions, pregnant women, and those on maternity.**

d. If N, what steps are you taking to ensure discriminatory dismissals are not being carried out? **See answer to c.**

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.)? **Y/N No**

b. In all such cases, have all workers been released from custody with all charges dropped? **Y/N Not applicable. See answer to 6a**

Questions included in previous questionnaire, please provide current responses:

7. a. What were your payment times prior to the pandemic (in days)? **(Not available). We treat information on payment terms as commercially sensitive.**

b. Have you extended these payment times for the current pandemic period? **Y/N (Not available). We treat information on payment terms as commercially sensitive.**

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)? **(Not available). We treat information on payment terms as commercially sensitive.**

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

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**