

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) - **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) **Our factory list is on our website.**

c. Are you willing to provide BHRRRC with updated lists in the future? **Yes- Our factory list is on our website.**

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? - **Yes**

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? - **No**

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)? - **Yes**

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

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**

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? - **No**

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

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

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**