

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) **No**

b. Is your company willing to share a list of closed factories, including names and addresses? (Please share list here or as an attachment)

c. Are you willing to provide BHRRRC with updated lists in the future?

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, price negotiations happen product by product every year and we don't ask for discounts.**

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

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**

Worker wage and severance payments

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

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, as part of our audit process**

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Yes, as part of our audit process**

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)? **Yes, this already covered by our Code of Conduct.**

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

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 actively promote access to grievance mechanisms through our Code of Conduct and other initiatives, such as ACT.**

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 - two cases**

b. In all such cases, have all workers been released from custody with all charges dropped? **Y - one dropped and one has been requested but the process is not yet complete**

Questions included in previous questionnaire, please provide current responses:

7. a. What were your payment times prior to the pandemic (in days)? **30 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)? **30-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**