

These questions relate to the period since the COVID-19 outbreak. Please answer all questions and 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) **Y**
- b. Is your company willing to share a list of closed factories, including names and addresses? (Please share list here or as an attachment) **N**
- c. Are you willing to provide BHRRC with updated lists in the future? **N**

Worker wage and severance payments

- 2.a Have you received reports of non-payment of full salaries for workers in your supply chain? **Y**
- b. Is your company actively involved in resolving each of these payment disputes? **Y**
- 3.a. When garment workers lose their jobs, are you monitoring if workers are receiving any outstanding wages, legally mandated severance, and unemployment benefits? **Y**
- b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Y**

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)? **Please see cover note**
- b. Are you tracking lay-offs and suspensions by demographic? **N**
- c. If Y can you provide a list of the categories being monitored? **NA**
- d. If N, what steps are you taking to ensure discriminatory dismissals are not being carried out? **Where we have tracked lay-offs we have reminded the supplier of the protocol. Due to Covid-19 restrictions we have not been permitted to travel as much as usual however where we have tracked policies and procedures.**
- 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.)? **N**
- b. In all such cases, have all workers been released from custody with all charges dropped? **Y/N NA**

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? **We do not have a formalised policy but the below are the principles we adhered to:**

- **Paying for any product our suppliers had already produced specially for us**
- **For any orders they had started, agreeing they should finish that batch of product and we**

covered the cost for this

- Arranging for products to be shipped to our stores, helping to free up space in suppliers' factories, which we understood could be limited from our conversations with suppliers
- Covering the cost of any fabric for Sainsbury's products which had already been paid for

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

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? **No but see above our sourcing principles.**

7. a. What were your payment times prior to the pandemic (in days)? **Maximum 90 days**

b. Have you extended these payment times for the current pandemic period? **N**

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)? **Maximum is 90 days but for some suppliers we offered shorter payment terms during the pandemic:**

<https://www.about.sainsburys.co.uk/news/latest-news/2020/25-03-2020-sainsburys-steps-up-to-support-suppliers-partners-and-tenants>

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

9. Have you requested a discount for any orders? **N**

10. Are you supporting suppliers with access to local finance with a letter of credit or through other means? **No but we have a supply chain finance platform which can offer an alternative way for suppliers to manage their capital**