

Response to the Business and Human Rights Resource Center, re Steelworker Humanity Fund Report
April 7, 2021

Dear Business and Human Rights Resource Center,

Thank you for providing lululemon with the opportunity to respond to concerns raised in the Steelworker Humanity Fund's report with regards to Youngone's CEPZ facility in Bangladesh.

We are aware that the global COVID19 pandemic continues to impact heavily on garment workers' situations, and are living into our commitment to be a responsible and dependable buying partner to our suppliers. We are working hard to ensure that our requirements for worker health & safety are upheld and are partnering with our suppliers to find solutions where necessary. Please see [our COVID19 and our supply chain statement](#) on our website for details.

Youngone's CEPZ facility is an active facility, and we can confirm that based on our assessments the facility adheres to legal requirements with regards to the safety and wellbeing of workers, including:

- All workers are paid their full wages, benefits and bonuses in a timely manner as legally required throughout the course of the pandemic and ongoing
- Worker Participation Committees have been installed, as well as additional means to further worker-management dialogue, such as worker hotlines, regular surveys and training on worker rights and responsibilities
- Safety protocols for COVID19 have been implemented, including health & hygiene protocols, social distancing, as well as an additional medical support offered to workers.

We want every maker in our supply chain to receive fair compensation. This is one of our pillars of work laid out in our sustainability strategy, [the Impact Agenda](#). We have included our expectation of progress to fair compensation for workers in our [Vendor Code of Ethics](#), and our [Compliance Benchmarks](#), which we have updated in January 2021. We recognize that this can only be achieved through multi-stakeholder collaboration, and our strategy is rooted in collaboration, shared data and pilot projects.

We will continue to work with our supplier through these challenging times to understand where we can provide further support, and how we can collaborate to tackle industry-wide challenges together.

Sincerely,



Esther Speck
Vice President, Sustainability & Social Impact