

Survey on fashion brands and retailers' approach to human rights due diligence in Myanmar

Business & Human Rights Resource Centre (BHRRC) is collecting information on fashion brands and retailers' approaches to heightened due diligence in Myanmar as a sourcing country.

This survey provides you with the opportunity to detail your approach to human rights due diligence beyond any responses you have made to BHRRC's Myanmar Allegation [Tracker](#). Your answers will be analysed for our upcoming report on how brands have adapted operational strategies in Myanmar after the military takeover as well as their impacts on garment workers.

Please feel free to provide any supporting information on your practices in any of the questions below (including tick box questions).

The survey will take 15 minutes and will be open for 3 weeks, from the 6th April to the 27th April 2023.

We thank you for your time and cooperation!

Part I: General information

1. Company name: Tesco PLC
2. Your name: Johanna Wilson
3. Your role: Sustainability Programme Manager
4. Your department: Human Rights

Part II: Operation history in Myanmar

5. When did your company start sourcing from Myanmar? **Unknown**
6. Do you still source from Myanmar, as of the 6th April 2023?

- Yes
- Yes, but we have announced that we plan to stop sourcing from Myanmar
- No, we have now left and no longer have any ongoing production in Myanmar

Part III: Heightened human rights due diligence approach in Myanmar

This section will explore your approach and practices to human rights due diligence in the high-risk context of Myanmar.

7. Which of the below mechanisms do you currently utilise in the context of Myanmar?*
- Mayisha- again answering in light of what we did do when we were actively sourcing**

	Yes	No	Not sure
Human rights due diligence guideline in conflict-affected contexts like Myanmar	X		

	Yes	No	Not sure
Public disclosure of an up-to-date list of direct and indirect suppliers in Myanmar	X- direct not indirect		
Requirement for suppliers' to undertake a human rights self-assessment questionnaire (SAQ)	X- yes Sedex SAQ		
Supplier code of conduct that includes human rights	X		
Your company has its own field office in Myanmar		X- no but our Asia- based team did visit suppliers regularly	
Regular field visits/inspection to your suppliers in Myanmar	X		
Requirement that third-party audit to be undertaken across your Myanmar suppliers	X		
Involvement of the Factories and General Labour Laws Inspection Department			X
Institution of remediation and grievance mechanisms at each supplier site			X
Training for suppliers on human rights	X		

**Please feel free to add any further comments*

8. How often do you undertake field visits/inspection to your suppliers in Myanmar? Please tick as many as apply.

- Annually
- Regularly (varied by supplier depending on business size and projects)
- In case of reported allegations
- Never
- Not sure

Please feel free to provide any further information on how you undertake field visits/inspection to your suppliers in Myanmar:.....

9. How often do you have a third-party factory audit in Myanmar? Please tick as many as apply.

- Annually
- Regularly (more than once per year)
- In case of reported allegations
- Never
- Not sure

Please feel free to provide any further information on third-party auditing in Myanmar:.....

10. Which stakeholders do you engage in your due diligence process? Please tick as many as apply.

- Workers
- Trade unions in Myanmar
- Workplace Coordinating Committee (WCC)
- Global union federations (eg IndustriALL Global Union)
- Multi-stakeholder initiatives (MSIs)
- Civil society organisations
- SMART Myanmar
- MADE in Myanmar
- Other. Please specify:.....

Please detail how you engage with the above stakeholders:.....

11. Do you have a grievance mechanism that workers in Myanmar can access? Please tick as many as apply.

- Yes, through our company's grievance mechanism
- Yes, through Myanmar's Dispute Resolution system
- Yes, through multi-stakeholder grievance mechanisms
- No
- Not sure
- Other. Please specify:.....

Please provide further details on how the grievance mechanism (if any) is communicated with workers:.....

12. How are you made aware of human rights concerns in your supply chain? Please tick as many as apply.

- Through factory owners
- Through existing grievance mechanism
- Through civil society organisations
- Through trade unions
- Through Workplace Coordinating Committee (WCC)
- Other. Please specify:.....

13. When an allegation is raised, what is your standard procedure to address the issue?

Tesco: We investigate all allegations raised. A member of our Human Rights team (+30 people), is assigned to lead the investigation. At times, we need in-Country external expertise to help substantiate and validate allegations. In such instances, we partner with experts such as Impactt to support in the investigation. Where an issue is substantiated, either our internal team or our external partner supports to conduct the investigation with factory leadership, worker insight, Union representation (where possible), with clear timelines cited for improvement plan.

The most serious issues are escalated to CEO/ Board level through our serious reportable incident process and appropriate action is taken. We endeavour to work with suppliers to drive improvement and improve conditions for workers in our supply chain (exit is last resort). We hold suppliers accountable to deliver their agreed remediation plan in line with the mutually agreed timelines.

14. Please feel free to provide any further information on how you undertake human rights due diligence that you would like us to know.

Tesco: Alongside our audit programme, protector line (whistle-blower) tool and having a large team of human rights experts throughout Asia close to source regularly visiting our sites, we are also members of ETI, BRC and ACT. We find these forums can be very useful in sharing insight on emerging human rights trends.

ACT as an example, gave us a forum to hear from GMAC and IndustriALL on the reality for workers' post-coup. This insight was hugely helpful when shaping our sourcing strategy for the Country and led to Tesco's exit in May 2022. We hugely value our membership of these types of MSI's for their ability to bring different actors together to share learnings and insight.

ACT had also supported brands in trialling and implementing a dispute resolution mechanism (previously active in Myanmar but stopped following ACT's exit from Country).

Part IV: Business decision in Myanmar

15. We understand that the decision as to whether to remain or to discontinue sourcing from Myanmar is complex. Please provide any information on how your company has reached its current business decision in Myanmar.

Please see answer above.

Part V: Responsible exit from Myanmar

*We are asking brands to answer this section if you have either already stopped sourcing from Myanmar, or have announced that you will stop sourcing from Myanmar in the future. **If you plan to continue to sourcing from Myanmar, please skip this section.***

16. Final order placement and final shipment dates (Anticipated if you are planning your exit) - Exited May 2022.
17. Total number of workers being laid off in all suppliers (Anticipated if you are planning your exit)

18. How long in advance have you let your suppliers know about the exit before stopping your orders?

8-month notice

19. Which stakeholders do you engage in your decision and preparation of the exit? Please tick as many as apply.

- Workers
- Trade unions in Myanmar
- Workplace Coordinating Committee (WCC)
- Global union federations (eg IndustriALL Global Union)
- Multi-stakeholder initiatives (MSIs)
- Civil society organisations
- SMART Myanmar
- MADE in Myanmar
- Other. Please specify:...Of course suppliers too.....

20. How do/did you mitigate the impacts of the exit on workers? Please tick as many as apply.

- Maintain open lines of communication with relevant supply chain partners
- Require suppliers to report their plans for terminations in advance to review these in line with your Codes of Conduct
- Seek evidence of payment of workers at the end of the exit plans, including all severance and benefits payable for those affected
- Other. Please specify:.....

Thank you for your continued engagement with BHRRC on our work in Myanmar!

Please contact Hanh Nguyen - Senior Labour Rights Researcher at nguyen@business-humanrights.org and Natalie Swan - Head of Labour Rights Programme at swan@business-humanrights.org if you have any questions following this survey.