

Turkey Earthquake Response: Questionnaire

This short questionnaire aims to understand in more detail the engagement apparel brands have had with their suppliers in the aftermath of the February 2023 earthquake. It aims to see how brands are meeting this challenging situation, in the context of reports that some buyers have adjusted their purchasing practices in the wake of the disaster.

Please answer all questions and provide YES, NO or numerical answers where requested. We also welcome additional information and context, and any supporting documentation you think it would be useful to provide.

In the period since the February 6, 2023, earthquake that affected a major textile and garment producing region in Turkey, with respect to your suppliers in that region:

1. Have you, as a matter of policy, directed your sourcing team to forgive delivery delays resulting from the earthquake and suspend the imposition of penalties until the region has recovered?

Yes, we gave suppliers a month grace period on all current orders, introduced a policy of no penalties for late delivery from Turkey and asked suppliers to guide us in terms of the support they required i.e. longer delivery times, a pause on new orders and flexibility in terms of fabric and sizing on current orders.

2. Has your company imposed any penalty on a supplier in the region as a result of delayed delivery? Y/N

No.

3. Have you as a matter of policy directed your sourcing team, in the case of delivery delays resulting from the earthquake, to pay the affected suppliers no later than the date on which they would have been paid had on-time delivery been feasible? Y/N.

No. Suppliers have been paid in the normal way.

4. Have you, as a matter of policy, directed your sourcing team not to seek price concessions from suppliers in the affected region on new orders negotiated subsequent to February 6, 2023? Y/N

N/A We do not have suppliers in the affected region.

5. Has your sourcing team negotiated prices on any new order from the region that are lower than those paid to the same supplier for like product during the prior season? Y/N

Our test and repeat model means we always negotiate when we rebuy based on increased volumes and as such it is very difficult to do price comparisons for specific products. As noted above, suppliers have been granted support in terms of greater flexibility and our on the ground team in Turkey have been working directly with suppliers to understand what support they require.

6. To the extent that textile producers in the affected region are among those that your brand directs apparel suppliers to utilise, have you taken steps to ensure that these producers will be paid in full and on schedule regardless of delivery delays? Y/N

No. We manage our relationships with our suppliers, including payment within the agreed payment terms, and trust them to manage their own relationships with their suppliers in an appropriate manner.

7. Has your company provided any of the following forms of assistance to suppliers in the region in order to help them survive and fulfil their obligations to workers?

We were led by suppliers in terms of the support they required. As noted above, that help included greater flexibility and our on the ground team in Turkey have been working directly with suppliers to understand what support they require.

- a. Accelerated payment on orders recently delivered, in transit, or in production? No
- b. Improved payment terms on new orders? No
- c. Providing low-interest or no-interest financing to suppliers? No
- d. Direct financial assistance to suppliers? No

8. Are you taking concrete steps at supplier factories, aside from standard periodic auditing, to ensure that vulnerable workers (e.g. migrants, refugees, unregistered workers, pregnant workers) are not facing discrimination in terms of wage reduction or layoffs?

Yes. We have an office in Istanbul who frequently visit suppliers (with a no notice, open door policy) to build productive relationships and help to resolve any issues that may arise in a timely manner. This includes ensuring the people who make our clothes have their rights in the workplace respected.

9. Have you taken steps to ensure that all Tier 1 and Tier 2 supplier factories in the in your supply chain, and within the earthquake affected regions, are structurally safe?

No. Structural safety is not currently part of our audit programme. However, no individual retailer will solve this issue by working alone, which is why we are members of the International Accord on Fire and Building Safety and are committed to working with our industry partners to identify collective solutions.

10. Have you provided the families of Tier 1 and Tier 2 workers in your supply chain who were killed during the earthquake with any form of financial assistance?

N/A We were in regular contact with our suppliers after the earthquake and no fatalities were reported. We did make a significant donation of £100,00 to the Turkish Red Crescent to provide humanitarian aid to people affected by this awful tragedy.

- a. If yes, what form has this assistance taken?

Feel free to provide any further comments.