

“C&A’s response”, 23 February 2024

**What are you doing to address the labour rights abuses reported at factories in earthquake-affected regions and the financial hardships facing workers in the aftermath of the earthquake?**

C&A: Our regional team has thoroughly followed-up any potential labour rights issue and the general situation with our supplier in Turkey. C&A had only one supplier working with one factory in the affected region. The team conducted regular calls and visits to the supplier to ensure that our social compliance standards are followed-up and to give support wherever needed.

**Have you tracked instances of workers having severance pay denied in the aftermath of the earthquake?**

C&A: We did not identify this issue.

**In response to our survey in June 2023, you stated that you had taken steps to ensure vulnerable workers, like refugees weren’t facing discrimination in terms of wage reduction or layoffs. What additional steps do you intend to take to ensure vulnerable workers like refugees aren’t facing these kinds of abuses?**

C&A: Our local team ongoingly reviews working conditions in our supply chain to identify potential risks around discrimination, especially but not limited to vulnerable groups. While we anticipate certain vulnerable risks groups, it is important that all of our suppliers shall ensure that the legal requirements are properly followed-up for all workers. In case of any breach, we aim to work together with all relevant stakeholders in order to provide support to the affected workers and find sustainable mitigation solutions.