

## **HUMAN RIGHTS IMPACT ASSESSMENT**

Burberry recognises its responsibility to respect and uphold human rights wherever we operate. In 2014, we conducted a Human Rights Impact Assessment of our operations and activities and those of our extended supply chain, to identify and address potential risks. We reviewed this assessment in 2016, to capture emerging risks in relation to new operations and projects and to develop mitigation plans as required.

Over the last year, to strengthen our efforts in this field even further, we have developed long term strategies for key themes arising from our 2018/19 Human Rights Impact Assessment, including migrant workers, income vulnerable workers, diversity and inclusion. We are now conducting interviews with affected stakeholder groups, to better understand their needs and perceptions, get a real insight into the direct and indirect impacts of our business and develop focused mitigation plans.

The process involved mapping our own operations and those of our extended supply chain and assessing them in terms of their potential impact on key stakeholders, as set out in the Universal Declaration of Human Rights, including risks of forced labour. This enabled us to identify key stakeholder groups and the most salient potential human rights impacts in relation to them. Geographical, economic and social factors are taken into consideration in the assessment to determine the most salient human rights risks within our own operations and extended supply chain,

Mitigation plans have been developed and are being implemented and continually monitored. Risks and mitigation plans have been reviewed by Ergon, a specialist consultancy in this field, and discussed with Oxfam, a globally renowned aid and development charity. As an example, where we identified salient human rights risks within factories, we provide confidential, local NGO-run hotlines in relevant languages for workers in our supply chain. Currently, more than 10,000 workers are provided with improved access to remedy for human rights' concerns and confidential support, including advice and information on workers' rights and wellbeing. Workers are involved in participatory training on the use of the hotline. The effectiveness of the hotlines is continuously reviewed by internal and external stakeholders including workers. During FY 2017/18, Burberry sponsored hotlines received 588 calls and their resolutions have been monitored closely by our local Responsibility teams.

Our impact assessments highlighted our responsibilities towards four key stakeholder groups: our people, workers in our supply chain, our customers and communities. Burberry's Human Rights Policy sets out these four constituent groups and the procedures we have put in place to protect and uphold human rights, including the mechanisms in place to address any instances of potential infringement.