

BURBERRY PARTNER NON-COMPLIANCE POLICY

OUR COMMITMENT

Burberry strives to work with its Business Associates to ensure compliance with the Responsible Business Principles and, where applicable, any Letter of Undertaking. Burberry may take action in respect of Business Associates that do not demonstrate sufficient commitment to, or are in breach of (or reasonably suspected of being), the standards of the Responsible Business Principles or, where applicable, the terms of any Letter of Undertaking. This action may include terminating Burberry's business relationship with the Business Associate or requiring that the relevant Business Associate is no longer used by other Business Associates in any part of the supply of products or services to Burberry.

Burberry's Partner Non-Compliance Policy is designed to give a Business Associate a reasonable amount of time to rectify the critical issues to minimise any potential and/or detrimental impact on the workers' livelihoods, subject always to and without prejudice, any rights which Burberry may have in contract or otherwise.

SCOPE OF POLICY

The Partner Non-Compliance Policy applies to all Business Associates involved in the manufacture of "Burberry-branded goods" including without limitation Business Associates involved in the manufacture of raw materials for incorporation into any Burberry-branded goods.

As set out in the Letter of Undertaking and notwithstanding anything to the contrary herein, Burberry shall be entitled to terminate the business relationship should the Business Associate breach any of the terms of the Letter of Undertaking including any failure to comply with the Responsible Business Principles, the Asset and Profit Protection Minimum Standards and/or the Brand Protection Global Destruction Policy.

This Policy will be applied to the Business Associate where the non-compliance has been identified. In the case of Unauthorised Subcontracting where the Business Associate outsourced production of goods or services, the Business Associate who outsourced the production will be subject to the Burberry Partner Non-Compliance Policy. In both cases the communication will be directly with the Business Associate.

DEFINITIONS

"Business Associates" as defined in the Burberry Responsible Business Principles

References to unauthorised subcontracting applies to any situation in which any part of Burberry production has been outsourced to a Business Associate that has not been previously approved in writing by the Burberry Corporate Responsibility team ("Unauthorised Subcontracting")

“Burberry-branded goods” refers to the manufacture or the manufacturing processes relating to fabric, materials, trimmings, raw materials, clothing accessories and finished goods, including Beauty and Fragrance.

IMPLEMENTATION

Burberry seeks to work with Business Associates that demonstrate continuous improvement and transparency in their compliance with the Responsible Business Principles. In some cases, where a Business Associate fails to show continuous improvement or transparency with regard to the Responsible Business Principles and/or in the event of a critical issue, Burberry retains sole discretion to implement a number of actions including, but not limited to: suspension of orders, reduction of orders, cancellation of existing orders, removing all current production and even terminating its business relationship with the Business Associates (as it deems appropriate in the circumstances), in accordance with the process set out below.

Burberry expects all instances of non-compliance, regardless of the seriousness thereof, to be rectified within such specific period of time as may be set by Burberry in its sole discretion.

Without prejudice to any other rights or remedies available to Burberry, the following is the usual process that shall be followed, other than in exceptional circumstances, in the event that critical issues are identified at the Business facilities of or in respect of the Business Associate:

1ST VIOLATION

- Should Burberry identify critical non-compliance(s) in respect of the Business Associate, the Corporate Responsibility team will inform the Burberry employee managing the commercial relationship with the Business Associate. The Business Associate will be sent an audit report and/or correction action plan report (“**CAP**”).
- In the case of Unauthorised Subcontracting, the Business Associate will receive a correction letter. The audit report and/or CAP and/or correction letter will be the first warning for the relevant Business Associate to comply with Burberry’s Responsible Business Principles.
- Burberry expects the Business Associate to remedy the non-compliance within the time frame set by Burberry and in the case of Unauthorised Subcontracting, all production and raw materials should be immediately removed¹.

2ND VIOLATION

¹ In addition, the Business Associate should confirm the below, in writing, to the relevant Burberry contact

- 1) Information including address and contact details of the unauthorised subcontractor
- 2) Reasons for unauthorised subcontracting
- 3) Current and future PO history of the Business Associate if relevant
- 4) Number of units manufactured by and type of production at the unauthorised subcontractor if relevant
- 5) Percentage of the Business Associate’s orders which have been outsourced to the subcontractor
- 6) Details of the Business Associate’s subcontracting policy. If no policy exists the Business Associate should develop and establish one within their company

- If during a follow up visit, the same or new critical non-compliance are identified at the Business Associate's facility, the Business Associate will receive a correction letter on behalf of Burberry. Burberry expects the Business Associate to remedy any non-compliance within the time frame set by Burberry.
- In the case of Unauthorised Subcontracting, all production and raw materials should be immediately removed.

3RD VIOLATION

- Should the same or new critical non-compliance be identified for a third time, the Burberry Corporate Responsibility team and the relevant Burberry employee managing the commercial relationship will discuss the appropriate action (without prejudice to any other rights Burberry may have) with the Business Associate including, if appropriate, termination of the business relationship with the relevant Business Associate.
- Once a decision has been made this will be communicated in writing to the relevant Business Associate. If the decision is made to terminate the relationship, all current work will be finalised and no new orders can be placed until the Business Associate is re-engaged and until at least 12 months has passed.

BRIBERY

In the case of any bribery allegation reported to Burberry, the case will be escalated to Burberry's General Counsel and the Burberry Asset and Profit Protection team and be investigated, the outcome of which may result in immediate termination of business.