

MIGRANT WORKER STANDARDS

Burberry's Migrant Worker Policy is intended to protect workers who may be vulnerable to exploitation in the course of domestic and / or international migration. The Policy sets out standards for Burberry to uphold in relation to its own employees and for its supply chain partners to uphold in relation to their workers. The Policy promotes workers' rights through a set of provisions, which include but are not limited to;

- **recruitment** (including a prohibition on the levying of recruitment fees on workers)
- **remuneration** (including a requirement that wages are paid regularly, on time and in full)
- **identification documents** (including the right of workers to retain their passports, ID cards and similar documents, in order to facilitate unhindered freedom of movement)
- **repatriation** (including the workers' right to leave the country in which they have been employed)
- **living terms** (including the provision of living accommodation separate from manufacturing facilities and accommodation provided by the employer should be safe, clean and hygienic with potable and running water).

Burberry's Migrant Worker Policy follows industry best practice and is based on the following international standards:

- The Ethical Trading Initiative (ETI) Base Code
- The United Nations Universal Declaration of Human Rights
- The Fundamental Conventions of the International Labour Organisation (ILO).
- Dhaka Principles for Migration with Dignity <http://www.dhaka-principles.org/>