

# WE Forced Labour Policy

This policy is a guideline. In case of actual or suspected forced labour, WE Fashion will work together with experts to ensure that the actions are beneficial to the victims and not solely in line with paper policies.

Forced labour (or bonded labour) is defined by the ILO as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”

The WE Code of Conduct includes principles on Forced Labour, based on internationally recognized principles and guidelines which include the International Bill of Human Rights (i.e. the UN Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work Forced Labour Convention 1930 (No. 29), the Protocol of 2014 to the Forced Labour Convention 1930, the Forced Labour (Supplementary Measures) Recommendation 2014 (No. 203), the Abolition of Forced Labour Convention 1957 (No. 105), the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Sustainable Development Goals (goal 5.2 and 8.7). We communicate the WE Fashion Code of Conduct to direct suppliers and their factories, and include a clear

contractual obligation to meet these requirements as an ongoing condition of our business relationship. We believe that promoting fair and appropriate employment within our supply chain is a critical part of the commitments we make to local communities.

## **Forced labour is a global concern**

WE recognizes the disturbing fact that forced labour remains a significant problem in many parts of the world. Social and economic conditions can fuel this problem and government capacity to address it may be limited, especially in less developed countries. Global supply chains for raw materials, including some agricultural products of relevance to our business, can be lengthy and quite complex, reducing our potential influence and adding further hurdles to the challenge of understanding and effectively addressing issues that may exist. The ILO has set 11 indicators for forced labour: abuse of vulnerability, deception, restriction of movement, isolation, physical and sexual violence, intimidation and threats, retention of identity documents, withholding of wages, debt bondage, abusive working and living conditions, and excessive overtime.

## **Working to make a difference**

Despite the difficult nature of the problem, we are committed to playing a positive role in helping society to eliminate all forms of forced labour. That is why we also are working cooperatively with others, including suppliers, industry organizations, public interest groups and governments, to address abuses that may exist in labour markets related to our global supply chain. We cannot solve this problem alone, but by working with others, we believe we can help make a difference.

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Following principles will be adhered to

- The factory shall maintain documentation for every worker verifying the worker's date of birth. In countries where such official are not available, the factory must use appropriate assessment methods as per local practice and law.
- The employer must ensure proper recruitment practices and refrain from any form of slavery or practices similar to slavery, such as the sale and trafficking of people, debt bondage and serfdom and forced or compulsory labour.
- Workers should always receive a written contract (or letter) of employment. The contract should follow local labour legislation, be fair, and be understood by the employee prior to employment.
- Workers are not expected to submit or hand in any original documents or fee of any kind. If original documents are handed in by the worker (for instance because of a lack of copies), the documents should always be returned to the worker within a reasonable timeframe.
- Wages are to be paid in a timely manner, regularly, and fully in legal tender.
- Workers should work in the factory as a matter of free choice and have the freedom to leave when the factory closes.
- Overtime has to be voluntarily for adults and should not exceed legal requirements. Overtime should be compensated as per the law.
- The employer must ensure a healthy and safe working environment in line with the requirements of the WE Fashion Code of Conduct.
- Workers should have access to effective grievance mechanisms, and to Occupational Health and Safety trainings schemes and programmes.
- Family members of the worker should be able to visit during working hours in case of emergency.
- Security people may monitor the movement of people inside factory premises, but they will not force workers to stay inside the factory.
- In case of factory provided living facilities, the employer must ensure proper living conditions that are safe and in line with principle 5 of the WE Fashion Code of Conduct regarding Occupational Health and Safety

## Remediation Procedure

In case forced labour is detected in any factory in the WE Fashion supply chain, we will start the below remediation procedure immediately. Suppliers and factories are expected to cooperate and find a solution in the best interest of the worker. Any measures taken should always aim to improve, not make worse, each individual workers situation. If the factory refuses to cooperate, or forced labour is found a second time in the same factory, WE will cancel orders and terminate the business relationship.

### **When forced labour is found in a factory, the following actions should be taken:**

- Detailed information about the worker should be obtained, such as, but not limited to, name, date and place of birth, family situation, start working date, department in factory, average working hours per day/week/month, and salary
- The CEO and CSR manager of WE Fashion will be informed.
- WE Fashion will contact local and international stakeholders relevant to the case, including other brands producing at the factory, associations, multi stakeholder

initiatives, unions, the (local) government, and a recognised NGO or local organisation that deals with the welfare of workers, to work together in finding a solution, ensure the mental and physical well-being of the worker concerned, and establishing the necessary policies and procedures.

- The factory will be held responsible to pay monthly wages to the worker, in line with principle 3 of the WE Code of Conduct regarding Fair Remuneration.
- The factory will reverse the issues that caused the forced labour fully and immediately, including payment of the remaining remuneration, return of identity documents, and offer compensation for harm caused.
- If deemed necessary, WE Fashion will ensure that the worker concerned has effective access to courts and tribunals either by themselves or through representatives.
- After one year WE will consult a third party organisation to conduct a follow-up audit to check the factory where the violation was found on forced labour again. When during this audit forced labour is present, WE will cancel orders and terminate the business relationship.
- A summary will be provided to the CEO of WE outlining an update of the situation.

If you have any comments on this WE Fashion Forced Labour Policy, or you would like to report a violation of this Policy, please contact the WE CSR department at [supplychain@wefashion.com](mailto:supplychain@wefashion.com)