

DEBENHAMS GROUP CHILD LABOUR AND REMEDIATION POLICY

Debenhams group prohibits the use of any form of Child Labour (as defined below) throughout its supply chain.

There shall be no recruitment of Child Labour throughout any part of the Debenhams supply chain.

Suppliers must develop policies and processes to ensure that the risk of Child Labour is addressed within their supply chains and businesses.

As a Debenhams supplier, you must ensure all of your policies and procedures relating to Child Labour shall conform to the provisions of the relevant International Labour Organisation (ILO) Standards.

Definitions

Child or Children – A “Child” is defined as someone who has not reached their 15th birthday, or any higher age specified in local law for completing schooling or beginning full time work. Children is the collective term.

Child Worker – a Child who is not legally entitled to work meaning they are below the minimum age of employment but seems to be employed.

Child Labour – a term that includes the employment of a Child Worker.

Hazardous Work – any work carried out that is likely to harm the health, safety or morals of a Child or Young Worker. This includes working with chemicals, machinery or electrics; working in confined spaces, at height or in excessively hot or cold conditions; being exposed to dust, fumes or loud noise; lifting or carrying heavy loads; working overtime or working at night.

Young Worker – a young person who is legally entitled to work meaning that they are above the minimum age of 15 but below the age of 18.

Labour Agency – a person/company who engage in the recruitment of workers for factories or suppliers.

Debenhams Stance

Child Workers must not be involved in the manufacture or supply of goods to Debenhams.

A Child must not be permitted in any production areas at any time.

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This includes a Child of workers who live in factory accommodation and a Child brought into care facilities on site.

Debenhams support the compliant, safe and legal employment of Young Workers within its supply chain, provided adequate precautions are put on place for the protection of the Young Workers. This includes ensuring Young Workers do not participate in any Hazardous Work.

No Young Workers shall be employed in any factory through a labour agent in any part of the Debenhams supply chain. It is our belief that Young Workers, and Children, are vulnerable to exploitation, particularly if recruited via a Labour Agent.

Supplier Responsibilities

All Suppliers must ensure they monitor their own supply chains and implement policies and processes to prevent the use of Child Labour.

Suppliers must immediately, without any delay, contact responsiblesourcing@boohoo.com if they have any concerns relating to Child Labour.

Suppliers must implement prevention systems within their supply chain including:

- Full security and monitoring of all site entrances.
- Thorough review of all employee ID cards.
- Collection and maintenance of a full list of all employees, this list must include employee name, department, ID card, D.O.B and date of joining.
- Collate a full list of Young Workers (if any).

Requirements If Child Labour Is Found

If Child Labour is found in a part of the Debenhams supply chain, Debenhams commits to providing Suppliers with support to develop responsible solutions that are in the best interests of the Child including enabling access into education.

Debenhams will send a formal letter to Suppliers where it finds practices that do not demonstrate cooperation with this Policy.

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Debenhams reserves the right to discontinue the relationship with a Supplier, if the Supplier does not demonstrate action towards an agreed remediation plan. See the Debenhams Responsible Disengagement policy for more information on disengagement of suppliers / factories.

In certain situations, orders may be placed on hold until remediation is considered to be complete, and a plan is in place.

Suppliers should take the following immediate actions if Child Labour is found within their supply chain:

- Immediately inform Debenhams of any findings at responsiblesourcing@boohoo.com and collate a full list of the details of any Children found.
- Ensure the Child is immediately taken away from the production area and kept safe.
- Try to understand the Child's situation and work in partnership with Debenhams and their Child Labour remediation partner "The Centre" to develop a remediation program that is in the best interest of the Child.
- Prevent the Child from continuing to work, and if required, provide secured living conditions.
- Document all actions taken, this must include payslips and fare receipts.

Suppliers **MUST NOT** take any of the following actions if Child Labour is found:

- threaten the Child and their family.
- hamper the implementation of any remediation programme.
- not remove the Child from the premises whether it be suspected or confirmed Child Labour.
- (directly or indirectly) send the Child anywhere without prior notice to and agreement with Debenhams and/or The Centre.
- produce falsified records, nor withhold any documents or limit any access to documents which have been reasonably requested.

Suppliers and manufacturing sites are expected to fully support all stages of our investigation and remediation process, including the payment of any relevant costs of such as maybe advised by Debenhams or its remediation partner, The Centre.