

HOMEWORKING POLICY

Definition of Homeworking

Homeworking refers to the production of goods or services carried out in a worker's own home or another location of their choice, rather than in a formal factory or workshop setting. This may include activities such as hand embroidery, stitching, beading, or similar manual processes.

Homeworking is considered a higher-risk form of work because it takes place outside a controlled workplace environment, which can limit visibility and oversight of working conditions, health and safety, and compliance with labour standards. Without appropriate management and controls, homeworking may increase the risk of issues such as child labour, excessive working hours, unfair remuneration, and unauthorised subcontracting, potentially impacting transparency and ethical compliance.

Responsibilities

As an employer, and as a supplier in the Debenhams Group's supply chain, you must ensure or must procure that:

- Homeworkers are recognised as legitimate workers within the supply chain.
- All home-based work is carried out in safe, fair and humane conditions.
- Homeworkers are paid fair wages that meet or exceed national legal minimums and industry standards for the work performed per our Group Fair Wages Policy
- Approved subcontractors engaged in homeworking must comply fully with the Homeworking Policy and are not permitted to use exploitative practices
- The use of child labour in any homeworking activity is prohibited.
- Homeworkers' right to freedom of association are respected and encouraged.
- Working hours are in line with applicable laws and standards, such as the [ETI Base Code](#)

Suppliers must also:

- Extend their internal monitoring systems to include homeworking sites.
- Provide regular training to intermediaries and subcontractors on responsible homeworking practices.
- Assess health and safety risks and provide appropriate guidance and basic protective equipment as required for the task.

All approved homeworking arrangements must comply with Debenhams group's code of conduct which is available on our PLC [Debenhams Group Code of Conduct](#)

Due Diligence Process

To ensure that homeworking arrangements are ethical and transparent, Debenhams group will:

- Require all suppliers to declare any use of homeworking as part of their sourcing disclosures and tier mapping.
- Expect suppliers to maintain clear records, including:
 - Names and addresses of homeworkers
 - Type of work performed
 - Payment records
 - Evidence of monitoring, training and health and safety risk management

Prohibited Practices

The following are considered violations of Debenhams group policy:

- Any unregistered or undeclared use of homeworking.
- Use of homeworking for hazardous, unsafe, or high-risk tasks.
- Payment of wages below legal or industry standards.
- Use of child labour (any individual below the legal minimum working age).

Consequences and Correction Plans

Where unauthorised or non-compliant homeworking is found and proven, Suppliers must work with Debenhams group to develop and implement appropriate corrective action plans where any gaps or risks are identified. Continued non-compliance will result in escalation, including possible termination of the business relationship.. You and/or the responsible intermediary may also be suspended or responsibly disengaged from the Debenhams group supply chain.

Commitment to Inclusion and Support

Debenhams group recognises that when managed responsibly, homeworking can offer valuable and flexible income opportunities for vulnerable workers, particularly women and rural populations.

Our goal is to ensure homeworkers are not marginalised or subject to exploitative practices, but supported with the same protections, rights and dignity afforded to all workers.