

## **1.9 SOCIAL COMPLIANCE POLICY**

Laura Ashley is committed to positive change, taking responsibility for the impact we make on the environment and on human lives seriously. We have set and updated our Code of Practice, which is a non-negotiable commitment from all our suppliers.

The legal requirements for the region should always be adhered to, and if any part of the Laura Ashley Code is in violation of national law, then the law should always be followed. The Laura Ashley Code will, most often, be above and beyond legal requirements.

Laura Ashley seeks business partners that consider the broader impact of its activities on human rights and environmental issues within the community in which they operate. You should ensure as far as possible that any subcontractor and any company or person responsible for the delivery of supplies to or from you also complies with the Code of Practice. You should draw this Code to their attention before having any further dealings with them. In addition, your orders are governed by our Conditions of Purchase, which are set out on the reverse of our Purchase Orders. Please sign and return the form at the end of the section to confirm your agreement.

### **LAURA ASHLEY STATEMENT OF HUMAN RIGHTS**

Laura Ashley is committed to ensuring that all workers involved in the production of any Laura Ashley products, wherever they may be located, are treated with humanity and dignity and all are entitled to his or her basic rights.

#### **1 EMPLOYEES**

##### **CHILD LABOUR SHALL NOT BE USED**

1.1 Every worker must be at least 15 years of age or the minimum legal working age of that country (whichever higher). We recognise the rights of every child to be protected from economic exploitation. Proof of age should be kept.



1.2 No worker under the age of 18 can work at night or with Hazardous substances. Limits for working hours and overtime for 15 – 18 age group should be set with special consideration to the workers low age.

1.3 There shall be no new recruitment of child labour.

### **Freedom of Choice**

1.4 Workers cannot be forced to work, except by agreement freely entered into.

1.5 Workers have the right to leave their place of employment after having given notice and after having worked the required notice period.

1.6 Laura Ashley will not accept forced, bonded or involuntary prison labour.

1.7 Workers cannot be forced to hand over money deposit or identity papers, unless there is a legal requirement, and are free to leave their employer after reasonable notice period.

### **Freedom of Association**

1.8 No worker should be discriminated against or prevented from joining a trade union or to bargain collectively. We don't accept any disciplinary actions from the supplier against workers who choose to peacefully and lawfully organise or join an association.

1.9 An open policy must be in place to permit representatives from trade unions or business association to raise issues with the operators of the mill, factory or manufacturing premises or the suppliers.

1.10 In countries where the creation and joining of a trade union and collective bargaining is not permitted by law, the operators of the mill, factory or manufacturing premises or the suppliers should strive to foster parallel means of workers' representation.

### **No Discrimination**

1.11 There must be no unjustifiable discrimination in the hiring of workers, the giving of compensation, access to training, promotion, termination of the employment relationship or the retirement of the worker based on race, caste, nationality, ethnic origin, religion, age, disability, gender,

