

NEW LOOK

Human Rights Statement

New Look's approach to human rights is based on the [UN Guiding Principles \(UNGP\) on Business and Human Rights](#) and the recognition that while state have a duty to protect human rights; companies have a responsibility to respect the same. Both governments and businesses must provide access to remedy, which could include compensation, rehabilitation, and the prevention of further risks.

As a member of the [Ethical Trading Initiative \(ETI\)](#), and through our engagement with various project partners, we are aware of the potential labour and human rights abuses that may occur in our supply chains. Hundreds of thousands of people are part of this process, and we take proactive steps in the way we do business to protect and empower them.

Supply chain

New Look has a role to play in upholding human rights, by ensuring workers in our supply chain are protected by the right policies and systems, and providing access to remedy. Building strong partnerships with our suppliers ensures that we deliver products that are responsibly produced. New Look works with its suppliers to ensure that human rights are respected throughout the supply chain.

All suppliers, factories, agents and any authorised subcontracting units must commit to and demonstrate continued adherence to our standards and policies including our Ethical Aims before commencing business with New Look. As a responsible retailer we have zero tolerance approach towards:

- Forced work- work is not voluntary
- Any kind of harassment- physical or sexual
- Use of child labour
- Discrimination at any level
- Unsafe work environment:
 - No fire exit, no fire alarm, locked exit
 - Premises not structurally safe
- Repressing worker voice

We know that many of the serious abuses that exist in our sourcing countries are in the lower tiers of supply chains, hidden from easy sight and hard to identify – particularly forced labour. These can be addressed through collaborative efforts with other businesses and civil society.

To live up to our commitments and address the complex issues facing the fashion industry, it's vital that we partner with governments, the private sector, civil society, trade unions and other stakeholders. Our partners range from international organisations to local Non-Governmental Organisations (NGOs) and on-the-ground specialists. Each group has something unique to offer and a distinctive way of identifying and acting on challenges. Many of our partners bring

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essential expert knowledge on specific issues affecting our industry which, combined with our own experience and leverage, can lead to a greater positive impact.

In order to integrate human rights considerations into our business, human rights due diligence is part of our risk assessment. We identify human rights related risks through collaboration and communication with different stakeholders, our own country team presence, factory visits, supply chain traceability and visibility.

If human rights issues are identified, we will seek to both address and understand the root causes of these abuses. We will work with relevant stakeholder groups to drive improvement and remediating them appropriately as per our remediation policy.