

WE Fashion Child Labour Policy

WE Fashion has not had any direct issues with child labour and therefore has no prior experience with the actions to be taken in such a situation. Therefore please note that this policy is a guideline only, and in case of actual or suspected child 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.

WE Fashion defines child labourers as children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognised by the ILO apply. Furthermore, WE Fashion defines young workers as workers above the minimum age of completion of compulsory schooling as defined by law (unless the exceptions recognized by the ILO apply), but below the age of 18.

The WE Fashion Code of Conduct includes principles on Child Labour and Special Protection for Young Workers, based on internationally recognized principles and guidelines which include the International Bill of Human Rights (i.e. the UN Declaration of Human Rights, the UN Convention on the Rights of the Child, 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 (specifically ILO Convention 138 concerning the minimum age for employment and work, and ILO Convention 182 on prohibiting and eliminating the worst forms of child labour), the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Sustainable Development Goals, goal 5.2, 8.7 and 16.2. WE Fashion communicates the WE Fashion Code of Conduct to direct suppliers and their factories, and includes 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 Fashion make to local communities.

Child labour is a global concern

WE Fashion recognizes the disturbing fact that child 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.

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 child labour. That is why we also are working cooperatively with others, including suppliers, factories, industry organizations, public interest groups and governments, to address abuses that may exist in labour markets related to our global supply chain. WE Fashion cannot solve this problem alone, but by working with others, can help make a difference.

Following principles will be adhered to

WE EUROPE BV

REACTORWEG 101
3542 AD UTRECHT
P.O. BOX 30200
3503 AD UTRECHT
THE NETHERLANDS

T. +31 (0)30 2479 479
WEFASHION.COM

KvK 30089877
A DIVISION OF
LOGO INTERNATIONAL BV



- Factories must ensure proper recruitment practices, including robust age-verification mechanisms, to avoid or minimise the risk to hire minors.
- Factories shall not engage in forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour.
- Factories shall maintain documentation for every worker verifying the worker's date of birth. In countries where such official are not available, the (sub)contractor must use appropriate assessment methods as per local practice and law.
- Young workers under 18 shall not work at night, and shall be protected against conditions of work which are prejudicial to their health, safety, morals and development, without prejudice to the specific expectations set out in this principle
- The kind of work assigned to young workers is not to be harmful to their health or development; their working hours must not prejudice their attendance at school, their participation in vocational orientation, or their capacity to benefit from training or instruction programs.
- Young workers shall be provided with age-appropriate health care, monitoring and treatment.
- Workers shall have access to effective grievance mechanisms, and to Occupational Health and Safety trainings schemes and programmes.
- Young workers are not exceeding the 10 hour daily limit of activities such as work, school and transport.
- Family members of the worker should be able to visit during working hours in case of emergency.
- WE Fashion recommends factories with predominantly female workers to arrange daycare for children below school age, for those families who do not have other forms of childcare available during working hours.

Remediation Procedure

In case child labour is detected in any factory in the supply chain, WE Fashion will start the below remediation procedure immediately. Suppliers and factories are expected to cooperate and find a solution in the best interest of the child, taking into consideration the child's age, social situation, education, etc. Any measures taken should always aim to improve, not make worse, each individual child's situation. If the supplier and / or the factory refuses to cooperate, or the child is found a second time in the same factory, WE Fashion will cancel orders and terminate the business relationship. In this case WE Fashion will ensure that the child returns to its hometown accompanied by a parent/guardian.

When child labour is found in a factory, the following actions should be taken:

Immediate actions:

- The child must be removed from the workplace immediately.
- Detailed information about the child should be obtained, such as, but not limited to, name, date and place of birth, family situation, school history, 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 children, to work together in finding a solution, ensure the mental and physical well-being of the child, and establishing the necessary policies and procedures.
- The factory will be held responsible to continue to pay monthly wages (not lump sum) to the child from when the child has been removed from the workplace until the child reaches the ages that he/she is no longer in compulsory education, until a long term solution is found. The wages are meant to be used for schooling of the child, and have to be in line with principle 3 of the WE Fashion Code of Conduct regarding Fair Remuneration.
- The factory is required to immediately offer the position to a member of the child's family or caretaker, not classified as child, at an adult wage, or pay a more decent wage to the family members already working in the same factory so that they can support their child in school. The child should have the option to work in the factory when he/she reached the legal working age.
- If the child is self-dependent, the factory should provide accommodation, food and (medical) treatment for the child until a proper solution is found.

Medium term actions:

- If the child is still of compulsory school age, the factory should, in communication with the child, as well as his or her family or caretakers, find an appropriate option for education for the child in line with national and international regulations on compulsory education.
- In case of a young worker, the factory should provide, in a proactive manner, an opportunity for employment, and identify measures to protect the worker, to ensure that the worker is not forced into other more harmful forms of labour.
- The actions taken will be recorded by the WE Fashion CSR department, and a summary of the situation will be reported to the CEO.

Follow-up actions:

- After one year WE Fashion will consult a third party organisation to conduct an unannounced follow-up audit to check the factory where the violation was found on child labour again. When during this audit child labour is present, WE Fashion will cancel orders and terminate the business relationship.
- If the child is still of compulsory school age, after one year WE Fashion will consult a third party to check whether the child is still in school. If not, WE Fashion will contact relevant local and international stakeholders, such as associations, multi stakeholder initiatives, unions and a recognised NGO or local organisations that deal with the welfare of children, to work together in finding a

solution and establishing the necessary policies and procedures. In this case WE Fashion will check in on the child again after one year.

- In case of a young worker, after one year WE Fashion will consult a third party to check whether the child is not employed in worse forms of labour. If it is, WE Fashion will contact relevant local and international stakeholders, such as associations, multi stakeholder initiatives, unions and a recognised NGO or local organisations that deal with the welfare of children, to work together in finding a solution. In this case WE Fashion will check in on the child again after one year.
- A summary will be provided to the CEO of WE Fashion outlining an update of the situation.

If you have any comments on the WE Fashion Child Labour Policy, or you would like to report a violation of this Policy, please contact the WE Fashion CSR department at supplychain@wefashion.com