



BESTSELLER'S ILLEGAL WORKER POLICY

BACKGROUND

Illegal workers are very vulnerable and often suffer under exploitation and very poor working conditions having no rights or any kind of social security. In the past 3 years, Turkey has received more than two million refugees from Syria, and some of these people are employed in the textile sector. Last year, the Turkish government allowed refugees to apply for a temporary working permit if they meet certain conditions.

OUR POSITION

BESTSELLER's Code of Conduct states that suppliers must not use any illegal workers, or any kind of forced or prison labour, and that a signed working contract must be available for all employees and provided by the supplier in a language that is understandable to the employee.

The use of illegal workers is not acceptable, and BESTSELLER will not work with suppliers who employ workers without a working permit, or suppliers who do not have efficient systems in place to ensure that illegal workers are not employed in the factory.

Suppliers must ensure that work done by illegal workers will not occur in the factory. The factory should have efficient management systems in place to ensure that working permit verification procedures are followed and implemented effectively. Only persons with a valid working permit may be present at the workplace. Suppliers must also take responsibility to ensure that no suppliers or subcontractors are involved in employing illegal workers.

BESTSELLER acknowledges that the situation in Turkey is exceptional, and it is our responsibility to protect the refugees and ensure that they are employed under proper conditions. Therefore, instead of having a zero tolerance policy towards the employment of refugees in Turkey, we will handle the situation case by case with the utmost attention to the personal situation of the workers.

PROCEDURE FOR HANDLING ILLEGAL WORKERS (EXCEPT FOR TURKEY)

If illegal workers are found in a factory, the following actions will be taken:

- The worker(s) must be dismissed, and the supplier must provide the worker(s) with a notice that is in accordance with national regulation.
- In addition to the notice period, the factory must pay three months' salary to the worker. The salary paid must not be less than the statutory minimum wage.



Suppliers are expected to work in close collaboration with BESTSELLER representatives and any collaboration partner to BESTSELLER in order to ensure that the situation is handled with the utmost focus on not causing any additional harm to the worker(s). The supplier should agree to and carry out all agreements made. In case illegal workers are found, BESTSELLER reserves the right to cancel orders and terminate the business relationship. The cooperation with the supplier will be reviewed on a case by case basis.

PROCEDURE FOR HANDLING REFUGEE WORKERS IN TURKEY

If refugee workers are found in a Turkish factory, the following actions will be taken:

- To prevent that refugee workers will be dismissed and face even worse living conditions, BESTSELLER strongly supports and encourages suppliers to help refugee workers apply for a working permit in order to ensure the workers' rights
- Each incident will be handled case by case taking the personal situation of the workers as well as our general relationship with the supplier into consideration
- If appropriate and if possible, we will cooperate with an NGO in the remediation process
- We will enhance the audit procedure in order to know the extent of the problem