

**BESTSELLER**  
**HOMEWORKING POLICY**  
**BESTSELLER SUSTAINABILITY**

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**BESTSELLER®**

# BESTSELLER'S HOMEWORKING POLICY

## BACKGROUND

Homeworkers are workers, who work from their home or other premises outside of the workplace, typically located at numerous different premises in remote parts of the supply chain. Consequently, working conditions are difficult to monitor, health and safety measures may be difficult to enforce, and traditional human resource management practices can be challenging to uphold. Additionally, employment status of homeworkers may be complicated as they are not working from the premises of a registered business entity. Thus, ensuring labour rights of homeworkers represents a specific challenge, which requires special attention.

Despite these challenges, many households benefit from homeworking. The majority of homeworkers are women, who are empowered by the financial income from homeworking. Working from home enables them to balance work and family, in regions where other forms of employment may be unacceptable for women. Additionally, homework brings much needed employment and economic benefits to rural and poorer areas that may be challenged by an exodus of inhabitants, migrating to urban areas in search of employment.

## DEFINING HOMEWORK

Our definition of homework is based upon the International Labour Organization (ILO) definition (1996, C177, Article 1), which states:

- The term homework means work carried out by a person, to be referred to as a homeworker:
  - In his/her home or in other premises of his/her choice, other than the workplace of the employer.
  - For remuneration.
  - Which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions.

## OUR POSITION

BESTSELLER's Code of Conduct states that:

- Suppliers must declare the use of any small workshop subcontractors, temporary workers or homeworkers to BESTSELLER. These groups must be employed according to legal requirements and in accordance with BESTSELLER's Homeworking Policy.

BESTSELLER acknowledge that homeworkers are part of our supply chain, and that many people and communities benefit from homeworking. We therefore emphasise our open and positive attitude towards the use of homeworkers for BESTSELLER production. Given the challenges connected to homeworking, we work with our suppliers to address working conditions of homeworkers in our supply chain, and we engage with suppliers and wider stakeholders to improve homeworkers' livelihoods.

## **OUR COMMITMENT UNDER THIS POLICY**

Under this policy BESTSELLER commits to:

- Ensure that identification of homeworkers in production will not lead to the relocation of work, or cancellation or reduction of orders.
- Work with our suppliers to address the needs and rights of homeworkers and address our internal buying practices where necessary.
- Promote homeworking locations and organisations, which have developed robust mechanisms to address and improve labour rights and homeworkers' conditions, to suppliers.
- Engage and collaborate with wider stakeholders to address challenges faced by homeworkers at the community level.

## **OUR SUPPLIERS' COMMITMENT UNDER THIS POLICY**

Under this policy, suppliers engaging homeworkers commit to adopt a policy of acceptance towards homeworking and ensure decent working conditions, human rights and labour rights of homeworkers. The policy must be communicated throughout the suppliers' organisation and down their supply chains, including to homeworkers themselves.

Suppliers must work closely with BESTSELLER to ensure transparency. Homeworker locations and the exact production tasks and amount of work must be clearly mapped, defined and declared. High-risk supply chains where middle-men restrict transparency should not be part of BESTSELLER's production.

Furthermore, we expect our suppliers to commit to the following:

- That terms and conditions around employment of homeworkers are legally compliant, clearly defined and communicated to the homeworkers.
- That sufficient measures – including assistance, training, monitoring and follow up – are taken to ensure health and safety, decent working conditions and the wellbeing of homeworkers and their households.
- That children working within their families to learn family crafts or skills are supported in this form of vocational training, provided that it does not deprive them their opportunity to attend mandatory school, sufficient time to play or in any other way conflicts with the best interest of the child.
- That transparent methods to establish accurate time estimates and calculate working hours and wages for homeworking tasks are applied.
- That information about wages is provided to homeworkers in an understandable form. Wage and production records should be maintained by the supplier.

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