

Homeworking Policy

Updated November 2023

As members of the Ethical Trading Initiative (ETI), the ETI Base Code applies to all workers in our business and supply chains and sets out a minimum standard for labour standards. Superdry is committed to improving working conditions in our supply chain, including those parts of the supply chain which are the most difficult to reach.

Why does Superdry need a specific policy on Homeworking?

Homeworking often supplies specialist and unique craft skills, providing specialist components for Superdry products which cannot be made by machinery or small quantities of intricate, high quality items.

Historically, the lack of visibility of homeworkers in supply chains, combined with their complicated employment status in many countries, has made them vulnerable to exploitation.

Homeworking often benefits workers as the option to work from home can offer a degree of flexibility not met by traditional site-based work. Homeworkers frequently cite the advantages off-site working offers in enabling paid work to be balanced with domestic and family responsibilities.

Our Position

We believe that one of the first steps towards reducing the vulnerability of these workers is to take an open and positive position towards homeworking in accepting its presence in our supply chain.

We commit to take action, together with our suppliers and other partners, to proactively monitor conditions and to remedy should find evidence of exploitation.

Defining 'homework'

Our definition of homework is based upon the International Labour Organisation (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;

- (1) in his or her home or in other premises of his or her choice, other than the workplace of the employer;
- (2) for remuneration;
- (3) 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;

Persons with employee status do not become homeworkers within the meaning of this Convention simply by occasionally performing their work as employees at home, rather than at their usual workplaces;

The term employer means a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided for in national legislation, gives out home work in pursuance of his or her business activity.

Our commitment under this policy

We acknowledge that improving labour conditions for homeworkers is a complex issue. Under this homemaker policy we commit to:

- communicate our position on homeworking throughout our company, to those who supply to us, and those we supply to;
- ensure that the presence of homeworkers in the supply chain will not lead to the relocation of work or cancellation of orders;
- work with our suppliers to ensure our procedures for monitoring conditions are fully understood, and
- work with our suppliers for the sustainable improvement of labour conditions with homeworkers in our supply chains.

Our suppliers' commitments under this policy

We expect our suppliers to:

- adopt a shared policy of acceptance of homeworking and commitment to improving homeworkers' labour conditions where these do not meet those set out in international labour standards/the ETI Base Code;
- communicate this policy to all those in the supply chain below them, including homeworkers themselves (in their local language);
- work with us to identify where homeworking occurs in their supply chains;
- monitor conditions in line using agreed procedures and
- work with us to develop an action plan for improving labour conditions with homeworkers where these are found to be below those set out in international labour standards/the ETI Base Code.

These provisions are founded on key ILO conventions, including ILO Convention 177 on Home Work which promotes the equality of treatment between homeworkers and other wage earners. Full and multilingual versions of the ETI Base Code are available here: <https://www.ethicaltrade.org/eti-base-code>