

# Homeworking Policy

Updated November 2024

As members of the Ethical Trading Initiative (ETI), the ETI Base Code applies to all workers in our business and supply chains, setting out a minimum standard for labour practices. Superdry is committed to improving working conditions across our supply chain, including the more challenging and less visible areas.

## Why does Superdry need a specific policy on Homeworking?

Homeworking often involves specialist and unique craft skills, contributing components for Superdry products that cannot be made by machinery or produced in bulk. These may include intricate, high-quality items made in small quantities.

Historically, homeworkers have faced vulnerabilities due to their limited visibility in supply chains and complex employment statuses in many countries, making them susceptible to exploitation. **As global markets evolve, it is crucial to address these risks and create equitable opportunities for all workers.**

Homeworking also offers distinct benefits, as it allows flexibility often unavailable in traditional site-based work. Homeworkers frequently report that working from home enables them to balance paid work with domestic and family responsibilities.

## Our Position

We believe that reducing the vulnerability of homeworkers begins with an open and positive stance that acknowledges and accepts their role in our supply chain.

We commit to proactive action with suppliers and other partners to monitor conditions and take remedial steps when evidence of exploitation is identified.

## Defining 'homework'

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

The term homework refers to work carried out by a person, to be referred to as a homeworker;

- (1) In their home or a location of their choice, other than the employer's workplace;
- (2) for remuneration;
- (3) Producing a product or service specified by the employer, irrespective of who provides the equipment, materials, or other inputs used, unless the individual has sufficient autonomy and economic independence to be considered an independent worker under national laws, regulations, or court decisions.

Persons with employee status are not considered homeworkers under this Convention if they occasionally perform work at home rather than their usual workplace.

The term *employer* refers to any person or entity, directly or via an intermediary, assigning homework as part of their business activities.

## Our commitment under this policy

Improving labour conditions for homeworkers is complex, but under this policy, we commit to:

- Communicate our position on homeworking clearly throughout our company, supply chain, and stakeholder network;
- Ensure that the presence of homeworkers in the supply chain will not result in relocation of work or cancellation of orders;
- Work collaboratively with suppliers to ensure our procedures for monitoring conditions are well-understood; and
- Support suppliers in the sustainable improvement of labour conditions for homeworkers in our supply chains.

## Our suppliers' commitments under this policy

We expect our suppliers to:

- Adopt a shared acceptance of homeworking and a commitment to improving labour conditions where these do not meet international standards or the ETI Base Code;
- Communicate this policy clearly to all entities within their supply chains, including homeworkers themselves (in their local languages);
- Collaborate with us to identify where homeworking occurs in their supply chains;
- Monitor conditions using agreed procedures; and
- Develop an actionable plan with us to address and improve substandard labour conditions identified during monitoring.

These commitments are rooted in key ILO conventions, including ILO Convention 177 on Home Work, which promotes equal treatment for homeworkers and other wage earners.

Full and multilingual versions of the ETI Base Code are available here:

[ETI Base Code](#)