

KnowTheChain 2023 Apparel & Footwear Benchmark

Additional Disclosure

Company Name: ASOS

Date:

Guidance:

- Please add any additional information you wish to provide under the relevant indicator elements below.
- We welcome examples of leading practices.
- Unless you are sharing leading practices, please limit the information to indicators for which KnowTheChain could not yet identify sufficient information on your website.
- Note **KnowTheChain has already undertaken a review of your website**. Should you wish to include links to existing disclosure, please specify the page number / section you are referring to.

INDICATOR 12: REMEDY AND RESPONSE TO ALLEGATIONS

In addition, where an allegation is identified in a company's supply chains:

B.1.1 that it engages in a dialogue with the stakeholders reportedly affected in the allegation(s)

B.1.2 outcomes of the remedy process in the case of the allegation(s); and

B.1.3 evidence that remedy(ies) are satisfactory to the victims or groups representing the victims.

Where an allegation is identified in the company's supply chains, but is denied by the company:

B.2.1 a description of what actions it would take to prevent and remediate the alleged impacts; and

B.2.2 as part of this process, it would engage with affected stakeholders and their representatives.

With regards to the forced labour allegation, we exited the supplier referenced following our signing of the Coalition to End Forced Uyghur Labour's Call to Action in November 2020. As part of that commitment, we took the following action:

- Immediately contacted our suppliers to inform them of our zero-tolerance position on manufacturing within or sourcing goods or raw materials from the XUAR, and on the use of Government-supplied labour.
- Immediately contacted our brand partners to set out our position on the XUAR and our expectation that our brand partners would also sign up to the Call to Action. Together with Anti-Slavery International, we hosted a workshop with select brand partners in the UK to support them in taking these steps.
- Contacted our suppliers and brand partners with regards to the US Withhold Release Order and asked them to proactively identify and halt any product potentially at risk of violating this Order.

- Conducted a review of all Tier 1 to 3 (manufacturing level) factories. This includes determining indirect links between suppliers and other subsidiaries or parent companies via publicly available information such as company registration links or company financial reports.
- Following this review, disengaged from two Tier 1 factories with links to the XUAR. In early 2021, following the acquisition of Topshop, Topman, Miss Selfridge and HIIT by ASOS, we immediately exited four suppliers to those brands with links to the XUAR.