

NEW LOOK

Migrant and Contract Worker Policy

The employment of migrant labour and contract workers is becoming increasingly important in the global supply chain as workers seek better opportunities to provide for their families and future. Suppliers engage contract workers to enable them to react quickly to additional orders or shortfalls in workforce and production variations and seasonal fluctuations. Migrant and contract workers may be found in supply chains where local labour availability is declining, where there are well-established immigration routes through agencies, or where there are high levels of immigration. Migrant workers are often recruited through agencies in their home country or territory and are also often employed as contract workers, working for labour providers.

This policy is intended to help New Look suppliers, factories and all others entities engaged in the manufacturing and processing of their products to safeguard the rights and welfare of migrant and contract workers in their supply chains.

- Policy Principles
- Migrant workers must have a legal right to work in the destination country
- Supplier should have a due diligence process in place to check practices of recruitment agency/ labour provider
- Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their recruitment and must not be bonded through other loans or fees
- Working conditions and accommodation must safeguard migrant workers' safety, welfare and rights
- The responsibility for training migrant workers must be well-defined. Training must be adequate and in a language that is understood by migrant/contract workers
- Throughout the supply chain, there must be zero tolerance of exploitation, forced or compulsory labour

Migrants under the age of 18 must not be employed through recruitment agencies or labour providers.