

Standards for Suppliers

Our standards, to be read in
conjunction with our Conditions
of Purchase

Standards for Suppliers

Introduction



Our Standards for Suppliers are the corner stone of our Responsible Sourcing programme and help promote supplier accountability. Respecting and protecting the fundamental human rights of all who contribute to our business is not only the right thing to do, it is essential as it embodies key values across society and promotes dignity for all. To support this, Asda is committed to upholding the United Nations Guiding Principles on Business and Human Rights and will work with suppliers to demonstrate them within our global supply chain and report against them.

At Asda, it is vital our Suppliers know and understand the risks within their own operations and supply chains. We encourage suppliers to visit, assess and monitor your facilities' performance as you are ultimately accountability for their operations. Our programme is designed to promote supplier accountability and where appropriate we look to partner with our suppliers to mitigate risks, drive remediation and improve standards for workers. Asda is committed to working with suppliers to improve labour standards within our shared supply chains and is focussed on remediating any issues in partnership with suppliers.

As a supplier to Asda, you are expected to actively work to identify and understand the risks associated with your supply chain. This includes complying with these standards and any applicable laws, regulations and agreements whilst maintaining licenses and permits as required and appropriate for your industry, geography and facility.

The Standards for Suppliers are operated by Asda Stores Limited, including Asda's trading brands and subsidiaries ("Asda"). The Standards for Suppliers apply to anyone supplying Asda with products for resale, as GNFR suppliers or any agents used, such as, Walmart Global Sourcing and those who provide raw materials ("Suppliers"). This applies to all tiers of our supply chain.

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Synopsis



Suppliers are accountable for compliance with the Standards for Suppliers throughout their operations and entire supply chains.

Signing a supplier agreement, accepting a purchase order, and/or providing products to Asda **constitutes acceptance of the Standards for Suppliers.**

Asda reserves the **right to audit** or inspect Suppliers' books, records, and any facilities they use **at any time.**

Asda expects Suppliers to adhere to these Standards for Suppliers and may impose **consequences** up to and including termination of business for failure to comply.

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Champion Human Rights	<p>All suppliers are responsible for avoiding the infringement on any internationally recognised human rights. Suppliers and facilities should address adverse human rights impacts with which they are involved when they occur and avoid causing or contributing to these. Suppliers must mitigate and prevent impacts that are directly linked to their operation, products or services, even if indirectly.</p> <p>Suppliers to Asda should have appropriate measures in place based on their size and volume of business with Asda. This includes, but is not limited to, policy commitments and due diligence processes to identify, prevent, mitigate and account for their human rights impacts and enable remediation.</p>
Do not use any form of forced or underage labour	<p>Do not enter into business with any organisation, in the UK or abroad, knowingly supporting or is found to be involved in slavery, servitude, involuntary prison labour and forced or compulsory labour. Ensure your compliance with the UK Modern Slavery Act 2015 and be compliant with Section 54 'Transparency in Supply Chains' public reporting requirement if your business is in scope for this. Engage with Asda as we work with suppliers and partners to implement best practice on Modern Slavery and Human Rights. Demonstrate commitment to address modern slavery issues and be aware of the indicators of modern slavery taking proactive measures within your own business and supply chains to reduce the risk of occurrence and manage incidences where they may occur. Focus on vulnerable groups within your workforce and support engagement with your direct and indirect employees, representatives, suppliers and partners to protect workers and prevent exploitation.</p> <p>Do not enter into business with any organisation, in the UK or abroad, knowingly supporting or is found to be using child labour. Comply with applicable legislation relating to the protection of minors.</p>

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Recruit responsibly and support the Employer Pays Principle

Abide by the Employer Pays Principle. No worker (including migrant workers) should pay for a job (based on the ILO definition of recruitment fees) the costs of recruitment should be borne by the employer.

Migrant workers shall not be required to pay for their employment and should be provided with an understandable and accurate contract in their native language prior to travel from their home country. Suppliers are expected to hold agents and labour agents to the same standards, allow workers freedom of movement without undue restrictions and comply with all applicable laws, regulations, agreements and industry requirements. Costs and fees associated with recruitment, travel and processing of migrant workers from their home community to the workplace, including through to return when the relocation is not permanent, shall be covered by the employer. Suppliers should have:

1. an explicit, clear and transparent, recruitment policy that commits to no charging of recruitment fees and related costs to workers (in line with the ILO definition), irrespective of where or how they are recruited and a clear understanding of the processes and costs associated with worker recruitment and, where possible, understand where workers have outstanding debts as a result of recruitment and
2. understood and identified where recruitment fees and related costs may be occurring and developed an action plan to address these fees
3. moved to a responsible recruitment model in which the full cost of recruitment (as per the ILO definition) is borne by the employer. If any fees are identified during the period of moving to a responsible recruitment model, these could be repaid collectively by relevant labour supply chain partners – timeframes to be set depending on Tier, country and type of supplier.

All Asda suppliers have free of charge access to the [Responsible Recruitment Toolkit](#) to support with commitment to this

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<p>Make fair decisions and do not discriminate</p>	<p>Make all employment decisions based on individual ability and merit. Do not tolerate any form of discrimination, harassment, victimisation or bullying.</p>
<p>Maintain effective records management</p>	<p>Ensure all workers understand, are given, and have access to copies of, their Terms and Conditions of employment prior to employment, Verify all workers eligibility to work prior to employment, as per local legislation.</p>
<p>Provide access to grievance mechanisms & whistleblowing</p>	<p>All workers have access to grievance mechanisms within your business and supply chain including those who may be marginalised, disadvantaged or excluded from society. Ensure all workers are aware of the Asda whistleblowing process to allow individuals that may face additional barriers or are considered vulnerable such as women and migrant workers to raise concerns.</p> <p>Asda Ethics hotline: 0800 318 405 Asda Ethics email: ethics@asda.co.uk</p>
<p>Provide a safe working environment</p>	<p>Provide a safe, clean and healthy work environment, provide access to clean and sanitary facilities, water and, as appropriate, dormitories and food. Implement procedures and safeguards to prevent accident or injury including maintenance, monitoring, inspection, training, personal protective equipment, fire safety measures and restrictions on hazardous work for all workers.</p> <p>No harsh or inhumane treatment is allowed, including but not limited to physical punishment, harassment, threatening behaviour, and gender-based violence and abuse, including when managing grievance processes.</p>
<p>Recognise freedom of association and collective bargaining</p>	<p>Respect the rights of workers to join, form or assist a trade union, in accordance with applicable laws and practice.</p>

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<p>Comply with all applicable laws</p>	<p>Provide compensation, wages, benefits, working hours, breaks, rest days, holidays and leave that comply with legal requirements and applicable agreements. Help workers understand these terms, do not make illegal or inappropriate wage deductions, withhold wages, delay wage payments, or pay wages irregularly. This includes compliance with all applicable laws and respect internationally recognised human rights, wherever they operate including practices for young or vulnerable workers.</p>
<p>Be Transparent</p>	<p>Adhere to our Transparency Policy and provide all applicable information in-line with our policies, be honest and act ethically at all times. Monitor your compliance with these standards – reporting where there may be any deviations or gaps, and provide updates on progress.</p>
<p>Communicate</p>	<p>We expect suppliers to readily communicate with Asda. This may take a number of forms; responding to enquiries or requests, making information available to us, provide SAQs and/or audits to us when requested. Suppliers should work with Asda and any audit bodies to resolve non-conformities, complete requested training, utilise and act upon any guidance or toolkits provided and participate in industry and collaborative initiatives.</p>
<p>Remediate any Non Compliances</p>	<p>Receive guidance, toolkits and training to build capacity and mitigate risks, remediating known issues in line with specified timeframes.</p>
<p>Identify risk, continuously improve and innovate</p>	<p>Know your risks - manage and mitigate them. Work to improve the standards of global supply chains whilst working more efficiently. Drive continuous improvement and model best practice.</p>
<p>Uphold and champion these standards throughout your supply chain</p>	<p>Cascade our Standards in an appropriate way within your supply chain, maintain policies, processes and management systems to demonstrate compliance with these standards, model and promote the values of these Standards within your supply chain and align with our requirements.</p>

Online Resources



For additional programme details please follow the links below:

George Apparel suppliers please use this [link](#) to the George Clothing supplier website

IPL suppliers please use this [link](#) to the IPL supplier website

All other suppliers please use this [link](#) to the Asda supplier website

More questions?

Contact your Asda Responsible Sourcing Manager at Responsiblesourcingqueries@asda.co.uk

Reporting concerns?

If you have knowledge of any violation of these standards or the laws of any jurisdiction, you are encouraged to report the issue:

- To Asda
- To appropriate Governmental authorities
- To relevant third-party programme or industry association

Asda – Confidential and Anonymous reporting

To report a concern relating to the Asda business or its supply chain, please contact:

T: 0800 318 405

E: ethics@asda.co.uk