

Reiss Policy on Freedom of Association and Collective Bargaining

Purpose

Reiss is committed to upholding internationally recognized human rights principles, including the right to freedom of association and collective bargaining. This policy outlines our commitment to these principles and our expectations of our suppliers and business partners.

Policy Statement

Reiss respects the right of all workers to form and join trade unions of their own choosing and to bargain collectively. We will not tolerate any form of discrimination or retaliation against workers who exercise their right to freedom of association.

We recognize that in some countries where we source, such as Cambodia, China, India, and Turkey, legal and practical restrictions may limit the ability of workers to form and join independent trade unions. In these contexts, we support the formation of worker committees or other representative bodies to enable workers to voice their concerns and collectively bargain.

Supplier and Business Partner Expectations

Reiss expects all suppliers and business partners to:

1. **Respect Workers' Rights:**
 - **International Labor Organization (ILO) Conventions:** Adhere to the core ILO Conventions, including Conventions 87 (Freedom of Association and Protection of the Right to Organize) and 98 (Right to Organize and Collective Bargaining).
 - **UN Guiding Principles on Business and Human Rights:** Implement the UN Guiding Principles, which emphasize the responsibility of businesses to respect human rights.
 - **Facilitate Worker Representation:** Support the formation of worker committees or other representative bodies, where legally permissible and socially acceptable, to enable workers to voice their concerns and collectively bargain.
2. **Facilitate Collective Bargaining:**
 - Engage in good faith dialogue and negotiation with worker representatives.
 - Ensure that collective bargaining agreements, where applicable, are freely negotiated and implemented.
3. **Provide a Safe and Fair Workplace:**
 - Provide safe and healthy working conditions.
 - Pay fair wages and benefits.
 - Comply with all applicable labour laws and regulations.

Monitoring and Enforcement

Reiss, in partnership with Next plc, monitors supplier and business partner compliance through regular audits. These audits assess adherence to the Next Code of Practice, which includes specific standards on freedom of association and collective bargaining. Key monitoring areas include:

- **Worker Representation:** Assessing the existence and effectiveness of worker committees or other representative bodies.
- **Collective Bargaining:** Evaluating the processes and outcomes of collective bargaining, where applicable.
- **Freedom of Association:** Ensuring that workers are free from discrimination or retaliation for exercising their rights.

Reiss may take the following actions in response to non-compliance:

- **Corrective Action Plans:** Require suppliers to develop and implement corrective action plans.
- **Training and Awareness:** Provide training to employees and suppliers on the importance of freedom of association and collective bargaining, as well as the specific requirements of international labour standards.
- **Suspension of Business Relationships:** Suspend or terminate business relationships with suppliers who fail to address serious violations.

Review and Update

This policy will be reviewed and updated periodically to ensure its continued relevance and effectiveness in light of evolving international labour standards and best practices.

By adhering to this policy, Reiss aims to promote a global supply chain that respects human rights and labour standards.