

## MODERN SLAVERY POLICY FOR SUPPLIERS

### Our approach

We want Asda to be Britain's most trusted retailer and our approach is to try to always do the right thing in any situation. Please take time to read through this important document. It sets out what we do to make sure that we, our colleagues and you (our service provider) can work safely and within the law. We need you to understand and follow the principles below – it's a requirement that we will not be moved from, but we're sure you will agree with it.

We do not tolerate, permit, or engage in modern slavery. We expect all of our suppliers of goods, services and anything else ("ASDA, George or IPL Suppliers") to act with honesty and integrity, to comply with this modern slavery policy and the Modern Slavery Act 2015 (as amended from time to time). Your compliance with this policy and full co-operation with our related procedures is a condition of our working with you.

### What is Modern Slavery?

Modern Slavery is a serious crime and gross violation of fundamental human rights. It takes various forms including slavery, servitude, forced and compulsory labor and human trafficking all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain

### Minimum Standards

This policy applies to any supplier working for Asda, George or IPL in any capacity, including all colleagues, contractors and third-party workers. We expect our suppliers to hold their own suppliers to the same high standards.

Any reference in this policy to IPL shall include Forza and Kober

Asda and IPL have minimum standards we expect of suppliers for the ethical treatment of workers. When a standard is stated with language including the terms "and" and "or," these terms are both inclusive.

- All employment must be voluntary.
- Suppliers shall not require or force any worker to make any financial guarantees to secure employment.
- Suppliers shall not require workers to incur debt for recruitment fees.
- Suppliers must not require that any worker make a monetary deposit as a condition for employment.

- Suppliers shall not require workers to surrender any original identification document as a condition of employment.
- Suppliers shall not place restrictions on workers' voluntarily ending their employment, such as excessive notice periods or substantial fines for terminating their employment contract
- Suppliers shall require that the factories they work with respect the right of a worker to remove himself/herself from a work situation based on a reasonable justification that the situation presents an imminent and serious danger to his/her life or health.
- Suppliers shall not support or engage in human trafficking.
- Suppliers may not physically prevent or delay workers from leaving the facility or its grounds except for a reasonable safety reason.
- Suppliers must compensate all workers with wages, overtime premiums and benefits that meet or exceed legal requirements or collective agreements, whichever are higher.

## Compliance

As identified in the Modern Slavery Act, any commercial organisation which supplies goods or services and has a total turnover of not less than an amount prescribed by regulations made by the Secretary of State must prepare a slavery and human trafficking statement for each financial year of the organisation. Asda or IPL may request sight of these documents.

If you ever suspect or become aware of any breaches of the modern slavery act or the principles set out in this document, you must immediately notify your ASDA or IPL contact. We expect you to fully co-operate with any inquiries we make in relation to this area.

Non-compliance with our modern slavery stance and any applicable laws may result in the immediate termination of any relationship with ASDA, George or IPL. In all cases of non-compliance, we may report the matter to the relevant authorities.

## Any questions?

If you have any questions or concerns, please speak to your IPL, Forza or Kober contact.