

Homeworkers Policy

2021

Our commitment

At Zebra A/S, the Danish retailer behind the international concept store Flying Tiger Copenhagen, we believe responsible practices are critical for the success of our company and to advance better social and environmental conditions in global supply chains. A core requirement of the Zebra Supplier Code of Conduct is that our suppliers respect fundamental human rights and international labour standards throughout their supply chain, and this includes the rights of homeworkers.

Homeworking is present in our supply chain and we recognize its importance. We follow the definition of homework spelled out by the International Labour Organisation (ILO - 1996, C177, Article 1) which states that a homeworker is a person who carries out work for remuneration in his or her home or in other premises of his or her choice, other than the workplace of the employer. Homeworkers engage in specialized craft and high-quality production which may otherwise not be carried out efficiently at our suppliers' conventional manufacturing sites. By accepting homeworking, we also acknowledge that homeworking is a source of livelihood for many communities that benefit from flexible working patterns that balance domestic and family responsibilities.

The often-unclear employment status of homeworkers and the lack of visibility to labour conditions puts homeworkers in a vulnerable situation when it comes to enjoying fundamental labour rights. We are therefore committed to acting, together with our suppliers, to improving labour and ethical conditions in our operations and increase transparency of homeworking activities, with the further benefit to improve efficiency and quality of our products.

Rights of homeworkers

Any type of employee in our supply chain must enjoy decent and fair working conditions, including homeworkers that may find themselves among our suppliers and sub-suppliers. Therefore, all our suppliers must respect and follow the requirements of the Zebra Supplier Code of Conduct and fundamental labour and human rights as they apply to homeworkers, with particular focus on the following issues based on the ILO Convention 177 on Home Work:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Young workers enjoy safe and decent conditions in respect of their status of children
- Living wages are paid regularly
- Working hours are not excessive
- Discriminatory practices do not occur
- Regular employment is provided
- No harsh or inhumane treatment is allowed



Implementation of this policy

Promoting improved labour conditions for homeworkers and increasing their visibility in our value chain is a complex process that requires commitment and cooperation with our suppliers. We will work together with our buying teams to raise awareness and increase compliance to this policy internally and externally with all relevant stakeholders, and to leverage efforts in our supplier relations.

As we do not own any of our production, we expect from our suppliers and intermediaries to respect in full our Supplier Code of Conduct. In addition to compliance to the Code, they shall responsibly monitor their suppliers and subcontractors and ensure that when homeworkers are employed, they enjoy decent and fair working conditions according to this policy.

All suppliers are expected to:

- Commit to this Homeworkers Policy.
- Communicate this Homeworkers Policy and the Zebra Supplier Code of Conduct to all their intermediaries and subcontractors, including homeworkers themselves.
- Identify the presence of homeworking in their supply chains and inform Zebra A/S on all homeworking activities in production, which must be signed off by Zebra before each order. It is the responsibility of suppliers to identify the volumes of production assigned to homeworkers and declare this to Zebra in a timely and transparent manner.
- Allow Zebra to freely conduct due diligence and social compliance activities at the homeworkers level and to engage with intermediaries as necessary.
- When conditions are found to be below international labour standards, actively intervene in implementing improvement or remediation plans to ensure better working conditions at homemaker sites, including through specific policies for dealing with intermediaries and subcontractors.
- Improve their own practices in managing homeworking, following the standards set by the Ethical Trade Initiative Homeworkers Project <http://www.ethicaltrade.org/issues/homeworkers>.

Wherever possible, we endeavour to enter partnerships with relevant actors or specialists, to have a positive impact on homeworkers lives.

Zebra A/S process regarding the positive influence on homeworkers can be seen in the annual report.

