

S.OLIVER GROUP

Homeworkers Policy

The S.OLIVER GROUP acknowledges the importance of using homeworkers for production and is aware of the benefits of homework for people who live in remote areas or workers who would otherwise not be able to work due to household and parental responsibilities. We understand our responsibility to ensure that all homeworkers are paid reasonably and treated in accordance with the human rights standards. This policy serves as guidance and precautionary measure to engage in the activities for the prevention of mistreatment of homeworkers within the S.OLIVER GROUP's supply chain.

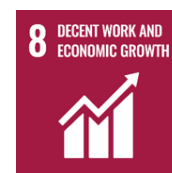
Background

Homeworkers are a vulnerable part of the s.Oliver supply chain. They are involved in producing a wide range of hand-crafted products. According to the [Ethical Trading Initiative from 2010](#) there are 300 million homeworkers engaged in home working activities in the textile industry.

The UN Agenda 2030 with its sustainable development [goals](#) "Decent work" (SDG 8) and "Reduced Inequities" (SDG 10) aims to prevent and mitigate exploitation of refugees and migrants as homeworkers and to reduce inequalities among and within countries. The S.OLIVER GROUP recognizes its responsibility to take action to eliminate the exploitation of refugees and migrants as homeworkers throughout its supply chain and to contribute to the sustainable development goals according to the [UN Guiding Principles on Business and Human Rights](#), especially to:

- 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

- 10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies



According to the [Ethical Trading Initiative from 2010](#), the following risks for homeworking are possible in the supply chain:

- There is no management system for homeworkers or existing system is not sufficient.
- Homeworkers may not have secure jobs and access to social security.
- Homeworkers may receive low wages, and children of the families may be pushed into homework production.

Terms and definitions

According to the Article 1 of the ILO Convention 177 homework is work carried out by a person in his/her home or on other premises of his/her choice, other than the workplace of the employer, for remuneration which results in product/service as specified by the employer; irrespective of who provides the equipment, materials or the other inputs used, unless this person has the degree of autonomy and economic independence necessary to be an independent worker under national laws, regulation or court decisions.

The S.OLIVER GROUP's Preventive Strategy

The S.OLIVER GROUP accepts the employment of homeworkers, provided the production process cannot be performed in a manufacturing or subcontracting unit and provided that the key requirements of the S.OLIVER GROUPS' Homeworkers Policy are fulfilled.

Our suppliers are required to disclose homeworkers at all levels and integrate our Code of Conduct also in their business area in respect to the homeworkers. The supplier as well as their Manufacturers, Subcontractors, and any third party involved or used for the procurement of goods must implement a functioning monitoring system that includes all of their production steps, including homeworkers. If the monitoring system is not extensive enough, our Global Sustainability Team will disqualify the respective supplier.

The S.OLIVER GROUP's Global Sustainability auditing team must be granted full access to sites where homeworkers are employed for random checks at all times. They are instructed to pay special attention to any signs of undisclosed homeworkers involved in production

The S.OLIVER GROUP's Remedy Action

In case of identification of undisclosed homework, following actions are going to be taken, but are not limited to:

- Our audit team will visit the homeworkers and interview on the violations.
- Check the overall working conditions.
- Inform the supplier about the working condition and design a joint remediation plan, in case the working conditions do not comply with our Code of Conduct.

Anyone who observes that this policy is violated may contact us in any language using any means of communication, including email to the following email address: complaints@fairwear.org. Hints can also be submitted via the S.OLIVER GROUP grievance procedure <https://soliver-group.hintbox.eu>.

Legal Notice:

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