

## Principles of the Code

Our Code of Practice was first formulated in 1998 and sets down the minimum standards we require of our suppliers in relation to workers rights and conditions of work, health, safety, welfare and environmental issues.

NEXT is committed to operating in accordance with the Ethical Standards page of this document.

NEXT seeks to ensure that all products bearing the NEXT Trade Mark or sold by NEXT are safe, produced in a clean and safe environment, and in accordance with all applicable local legislation.

NEXT will make every effort to work with suppliers in order to reach the standards set out in this code.

These standards are an integral part of our business and are considered to be in the control of ourselves, and our suppliers.

Where a supplier wishes to use subcontractors or outworkers for NEXT production then this must be approved in advance by NEXT.

It is the supplier's responsibility to ensure and provide evidence that any subcontractor or outworker used, conform to the standards outlined in this code.

It is the supplier's responsibility to ensure that where local legislation sets higher standards than those set within this code that they meet those legislative requirements.

This code should be seen as a complement to, rather than a substitute for, collective bargaining or official regulation, and the implementation of this code must be sensitive to the rights and livelihoods of the workers it is aiming to protect.

## Ethical Standards

NEXT is committed to providing quality products to its customers in conjunction with its suppliers. Fundamental to this commitment are the NEXT Corporate Ethics.

- NEXT will identify and work with suppliers whose personal and business ethical standards are compatible with its own.

- NEXT expects its business partners to be law abiding as individuals and to comply with local legal requirements in the conduct of all their business activities. This includes compliance with the specific terms of the NEXT Code of Practice.
- NEXT will only work with suppliers who provide their Employees with a safe and healthy working environment. Suppliers must conform fully to the labour and health and safety laws of the country of manufacture as a minimum.
- The Next supplier must not engage child labour.
- The NEXT supplier shall recognise the dignity of the individual. They will not use slave, involuntary prison or forced labour. They will afford the rights of lawful free association and collective bargaining to all Employees, and the right to a workplace free of harassment, abuse, degrading treatment or corporal punishment. They will respect their Employees' private and family life and their right to freedom of thought, conscience and religion.
- NEXT recognises and respects cultural differences, it will seek and identify suppliers who employ individuals based on their ability to do the job, irrespective of their gender, racial characteristics, colour, nationality, cultural or religious beliefs, age or marital status.
- The NEXT supplier must comply with national laws and international standards that aim to protect the environment. This applies both in the country of manufacture and in the country in which the product is sold.
- NEXT encourages its suppliers to provide training and education for its Employees, particularly the younger workers, to enable those Employees to better perform their jobs.

NEXT is an active and committed member of the Ethical Trading Initiative (ETI). The ETI is an alliance of companies, non-governmental organisations and trade union organisations working together to promote and improve the implementation of corporate codes of practice which cover supply chain working conditions. The ultimate goal of this alliance is to ensure that the working conditions and rights of workers producing for the UK market meet or exceed international labour standards.

The NEXT Code of Practice is now aligned to the ETI Base Code which can be found via the following weblink.

[www.ethicaltrade.org/d/basecode](http://www.ethicaltrade.org/d/basecode)