

NEXT's Salient Human Rights Risks and Associated Sourcing Locations

	Why it matters to NEXT
Freedom of association and collective bargaining	<p>In a small number of countries that we source from, the freedom to join an independent trade union is restricted. This prevents workers from having a voice and being able to collectively bargain for higher wages and improved working conditions. If FoA is restricted then we would look for evidence of alternative provision as part of our audits e.g. functioning worker committees.</p> <p>Countries where the risk is most likely to occur: China, Turkey, Bangladesh, Cambodia, India, Sri Lanka, Pakistan.</p>
Child labour	<p>Use of child labour is a risk in some areas of our supply chain. As part of new supplier inductions for Tier 1 and 2 manufacturing sites, we carry out training on child labour risks and explain our approach to managing any cases, our Child Labour Policy and supplier guidelines, to ensure we help to minimise the risk of child labour within our extended supply chain</p> <p>Countries where the risk is most likely to occur: China, Myanmar, India, Bangladesh.</p>
Modern slavery	<p>Some of our sourcing countries hire migrant workers and such workers can be vulnerable to the risks of exploitation, such as forced labor or retention of wages by employers. We also recognise the risk in our extended supply chain for raw materials such as cotton, and have policies and processes in place to support teams sourcing these materials as well as supplier training. There is also risk associated with working with third parties across our business in areas such as distribution and goods not for resale; we work closely with these teams to ensure visibility of policies and expectations</p> <p>Countries where the risk is most likely to occur: India, Myanmar, China, Turkey, UK, Italy, Egypt, Mauritius.</p>
Fair Wages	<p>All workers in our supply chain and colleagues across NEXT should be entitled to fair wages for the work they do</p> <p>Countries where the risk is most likely to occur: Myanmar, Bangladesh, China, India, Turkey, Cambodia, Sri Lanka, Pakistan,</p>
Discrimination and Harassment	<p>Women represent the majority of workers in our supply chain. In many countries, the risk of discrimination against women is significant in relation to equal opportunities, age or marital status.</p> <p>Countries where the risk is most likely to occur: Bangladesh, India, Turkey, Egypt, Poland, Sri Lanka, Pakistan.</p>
Health and Safety	<p>Health and Safety is a risk which is managed across our business and supply chain. Fire and industrial accidents are a risk within our extended supply chain, impacted by the quality and management of building design and structure, fire prevention, machinery, chemicals and abrasives.</p> <p>Countries where the risk is most likely to occur: China, Bangladesh, India, Egypt, Turkey, Pakistan, Myanmar.</p>
Water and Sanitation	<p>Water, sanitation and health are key issues across the NEXT business and , including increased community water scarcity risk where we source; and risk of water contamination from untreated effluent in the extended supply chain. Ensuring these issues are managed adequately is part of the supplier engagement and audit process for our Tier 1 manufacturing sites, as well as our policies and training that extends to tier 2 and 3.</p> <p>Countries where the risk is most likely to occur: India, Pakistan, Egypt, Bangladesh, Pakistan, Myanmar.</p>

<p>A clean, healthy and sustainable environment</p>	<p>Risks in our extended supply chain include: increased community water scarcity risk where we source; and water contamination from untreated effluent and air emissions from operations like laundries, mills, dye houses, and tanneries. Additionally, consumer washing and packaging contribute to microplastic pollution. Our policies and programmes such as ZDHC through the supply chain support the mitigation of these risks.</p> <p>Countries where the risk is most likely to occur: India, Pakistan, Egypt Myanmar, Bangladesh</p>
<p>Working Hours</p>	<p>We recognise that in many of our sourcing countries, workers may work additional hours in order to meet the critical path and earn additional income. Excessive working hours are in breach of ILO standards and our own Auditing Standards.</p> <p>Countries where the risk is most likely to occur: Myanmar, China, Bangladesh, India, Pakistan, Cambodia,</p>
<p>Indigenous and Community Land rights</p>	<p>In our extended supply chain, through raw material sourcing we recognise there are risks associated with local communities and rightsholders, including indigenous and forest dependant communities, particularly related to timber. Through supplier engagement and our approach to EUDR we are reviewing our policies to ensure risks are mitigated.</p> <p>Currently under review.</p>