

N A - K D
SALIENT HUMAN RIGHTS

December 2020

NA-KD'S SALIENT HUMAN RIGHTS

Human right issue	Description	People of highest concern in our value chain	Countries with greatest risks*
<p>Discrimination, harassment, victimization & violence</p> <p>ILO Conventions 100, 111, and 190</p>	<p>When someone is disadvantaged, harassed or someone's rights are violated on the basis of gender, gender identity or expression, ethnicity, religion or other belief, disability, pregnancy, marital or social status, sexual orientation or age. Victimization and violence refers to bullying, psychological and physical abuse and social exclusion.</p>	<p>Across the value chain, with special concern for women's rights, as women make up a large part of workers in our own operations and value chain. Non-discrimination in marketing and communication.</p>	<p>Bangladesh India</p>
<p>Health & safety</p> <p>ILO Conventions 155 and 183</p>	<p>Health, safety and wellbeing of employees, workers and customers across the value chain, such as occupational health & safety, product safety, chemical safety.</p>	<p>Across the value chain</p>	<p>Potential risks in all countries</p>

*based on amfori BSCI country due diligence tool (all countries scoring at least 3/5 in risk) and our own social audit results, unless otherwise stated

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<p>Living wages</p> <p>ILO Conventions 95 and 131</p>	<p>A wage level that is sufficient to provide workers with a decent living for themselves and their families, covering their basic needs and some discretionary income.</p>	<p>Across the value chain, with focus on manufacturing as well as service providers</p>	<p>Bangladesh China India Turkey</p>
<p>Freedom of association & collective bargaining</p> <p>ILO Convention 87, 98, 135, 154</p>	<p>The right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining</p>	<p>Across the value chain</p>	<p>China India</p>

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<p>Decent working hours</p> <p>ILO Conventions 001, 014, 106 and 030</p>	<p>Working hours that comply with national law, ILO Conventions or collective agreement, whichever gives the greater protection of the worker.</p>	<p>Mainly in supply chain</p>	<p>Bangladesh China</p>
<p>Social Security</p> <p>ILO Conventions 122, 158 and 175</p>	<p>The recognition and predictability of employment is a pre-condition for stable income and health care. Precarious employment and self-employment increases the risks for lack of social security.</p>	<p>Risks mainly in supply chain countries where state protection of social security rights are lacking or not properly enforced.</p>	<p>Bangladesh India (precaurious employment)</p>

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<p>Forced labour & modern slavery</p> <p>ILO Convention 29, 97 and 105</p>	<p>Forced labour is all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. Modern slavery is the severe exploitation of other people for personal or commercial gain. Particularly vulnerable are migrant workers (from abroad or domestic), often recruited through labour agencies. Indicators of include unreasonable fees leading to debt bondage, threats against employees and their families, wage deductions and withholding, restrictions in freedom of movement, and retention of personal documents.</p>	<p>Mainly in supply chain</p>	<p>Bangladesh China</p>

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<p>Child labour / young workers</p> <p>ILO Conventions 138 and 182, United Nations Convention on the Rights of the Child</p>	<p>A child is any person below the age of 18 years old. Child labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.</p> <p>A young worker is defined as someone who has reached the compulsory school leaving age, but who is under the age of 18. Workers under the age of 18 have special rights connected to things like working time, night work, medical examinations and occupational health & safety.</p>	<p>Children are directly and indirectly impacted by our business activities across the value chain. Child labor is a potential risks in the value chain, especially connected to the informal sector, homeworking, and raw materials. Greater risks perceived upstream supply chain.</p>	<p>According to the International Labour Organisation (www.ilo.org), Africa is the region with greatest risks of child labour. Child labour has decrease in both Asia Pacific and Europe / Central Asia. Of NA-KD's main production countries both China and Turkey have ratified the main UN conventions on child labour (138 & 182), but India is still to ratify these and Bangladesh (138), why we see risks of child labour as higher in these countries.</p>

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<p>Access to clean water</p> <p>United Nations resolution 64/292</p>	<p>Access to safe, affordable and enough supply of clean water is essential for all people. As industries may contribute to water pollution and scarcity, both waste water treatment and water usage and efficiency is important.</p>	<p>People living in communities close to operations in our supply chain and raw material production</p>	<p>Bangladesh China Turkey</p>

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