

Standards for Suppliers

Our standards, to be read in
conjunction with our conditions
of purchase

Standards for Suppliers

Introduction



Our Standards for Suppliers are the corner stone of our Responsible Sourcing programme and are operated by Asda Stores Limited, including Asda's trading brands and subsidiaries ("Asda"). The Supplier Standards apply to anyone supplying Asda with products for resale, as well as GNFR suppliers or any agents used ("Suppliers").

Protecting the human rights of all who contribute to our business – from our employees, to the workers in our supply chain – is not only the right thing to do, it is essential to our future success. We look to partner with our suppliers to mitigate risks, drive remediation and improve standards for workers.

At Asda, it is vital our Suppliers know and understand the risks within their own operations and supply chains. We encourage suppliers to visit, assess and monitor your facilities' performance as you are ultimately accountable for their operations.

As a supplier to Asda, you are expected to actively work to identify and understand the risks associated with your supply chain. This includes complying with these standards and any applicable laws, regulations and agreements whilst maintaining licenses and permits as required and appropriate for your industry, geography and facility.

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Headlines



Suppliers are accountable for compliance with the Standards throughout their operations and entire product supply chain.

Signing a supplier agreement, accepting a purchase order, and/or providing products to Asda **constitutes acceptance of the Standards for Suppliers.**

Asda reserves the **right to audit** or inspect Suppliers' books, records, and any facilities they use **at any time.**

Asda expects Suppliers to adhere to these Standards and may impose **consequences** up to and including termination of business for failure to comply.

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Be Transparent	Adhere to our Transparency Policy and provide all applicable information in-line with our policies, be honest and act ethically at all times. Monitor your compliance with these standards – reporting where there may be any violations or gaps, and provide updates on progress.
Communicate	We expect suppliers to readily communicate with Asda. This may take a number of forms; responding to enquiries or request, making information available to us, provide SAQs and/or audits to us when requested, work with Asda and any audit bodies to resolve non-conformities, complete requested training, utilise and act upon any guidance or toolkits provided and participate in industry and collaborative initiatives.
Uphold and champion these standards throughout your supply chain	Monitor your compliance with these standards – reporting where there may be any violations or gaps and provide updates on progress. Distribute language appropriate versions of these standards within your supply chain, maintain records and documents sufficient to demonstrate compliance with these standards, model and promote the values of these Standards within your supply chain.
Do not use involuntary or underage labour	Exclude all involuntary labour, be aware of the indicators of involuntary labour (modern slavery) and actively address them, focus on vulnerable groups within your workforce including – migrants, women and young people, recruit responsibly – provide migrant workers with an understandable and accurate contract in their native language prior to travel from their home country, hold agents and labour agents to the same standards, allow workers freedom of movement without undue restrictions and comply with all applicable laws, regulations, agreements and industry requirements.

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<p>Records management and decision making</p>	<p>Make sure workers understand, and are given, or have access to copies of, their terms and conditions of employment prior to employment, verify eligibility to work prior to employment, make all employment decisions based on ability, refrain from physical punishment, harassment, threatening behaviour and abuse, including when managing grievance processes and provide mechanisms for grievance to be raised such as worker voice.</p>
<p>Comply with all applicable laws</p>	<p>Provide compensation, benefits, working hours, breaks, rest days, holidays and leave that comply with legal requirements and applicable agreements. Help workers understand these terms, do not make illegal or excessive wage deductions, withhold wages, delay wage payments, or pay wages irregularly. This includes compliance with all applicable laws and respect internationally recognised human rights, wherever they operate.</p>
<p>Recognise freedom of association and collective bargaining</p>	<p>Respect the rights of workers to join, form or assist a trade union, in accordance with applicable laws and practice.</p>
<p>Provide a safe working environment</p>	<p>Provide a safe, clean and healthy work environment, provide access to clean and sanitary facilities, water and, as appropriate, dormitories and food. Implement procedures and safeguards to prevent accident or injury including maintenance, monitoring, inspection, training, personal protective equipment, fire safety measure and restrictions on hazardous work for young workers.</p>
<p>Remediate any Non Conformances</p>	<p>Receive guidance, toolkits and training to build capacity and mitigate risks, remediating known issues.</p>

Standards for Suppliers

Identify risk, continuously improve and innovate	Know your risks - manage and mitigate them. Work to improve the standards of global supplychains whilst working more efficiently. Drive continuous improvement and model best practice.
Champion Human Rights	All suppliers are responsible for avoiding the infringement on any internationally recognised human rights. Suppliers and facilities should address adverse human rights impacts with which they are involved when they occur and avoid causing or contributing to these. Suppliers must mitigate and prevent impacts that are directly linked to their operation, products or services, even if indirectly. Suppliers to Asda should have appropriate measures in place based on their size and volume of business with Asda. This includes, but is not limited to policy commitments, due diligence processes to identify, prevent, mitigate and account for how their impacts on human rights, processes to enable remediation.

Online Resources



For additional programme details please follow the links below:

George Apparel suppliers please use this [link](#) to the George Clothing supplier website

All other suppliers please use this [link](#) to the Asda supplier website

More questions?

Contact your Asda Responsible Sourcing Manager at Responsiblesourcingqueries@asda.co.uk

Reporting concerns?

If you have knowledge of any violation of these standards or the laws of any jurisdiction, you are encouraged to report the issue:

- To Asda
- To appropriate Governmental authorities
- To relevant third-party program or industry association

Asda – Confidential and Anonymous reporting

To report a concern relating to the Asda business or its supply chain, please contact:

T: 0800 318 405

E: ethics@asda.co.uk