



21 April 2021

Labour Behind the Label

Dear Dominique,

Thank you for your letter dated 22nd March 2021.

Given the importance of this issue, ASOS would like to state our commitment to continuing the progress made over the last eight years through the Accord, and to ensuring worker safety. Our commitment has previously been shown through the GFA we signed with IndustriAll in 2017, which strengthens our approach to protecting the right to freedom of association and collective bargaining, with the overall aim of strengthening our implementation of international labour standards across our global supply chain. The proposed extended and expanded agreement not only aligns with asks of global unions to ensure workers are safe and supported by other GFA brands, but also fully aligns with our own beliefs. As such, we agree to sign an extended and expanded agreement on the condition that the Agreement fulfils certain criteria, as stipulated below.

Firstly, **the Agreement must specify the brand's obligations to ensure that the Accord standard, provisions and protocols can continue to be implemented.** Under the transition agreement, the RSC is obligated to implement these beyond May 2021, but absent a renewed separate Agreement between brands and GUFs, there is no space where these obligations are captured. This includes obligations related to brand action on transparency, financing of remediation, the complaints mechanism, and the escalation protocol in case of supplier non-compliance. We believe reaching agreement between brands and trade unions on these obligations is essential, and the agreement should include the outcome.

Secondly, **the Agreement must come in the form of a negotiated and legally binding contract between the brand and GUFs, with enforcement possible between the GUF and each individual brand.** This is the only way to create a genuine level playing field, and the only way to keep the unions as members of the RSC. The GUFs have made it clear that for both the global and local union members, representation in the RSC is conditional upon the successful negotiation of a new legally binding and enforceable international agreement that can be expanded to other countries if parties agree to do so, and we support this approach.

Thirdly, **the Agreement must establish an independent secretariat, governed and overseen by both parties equally,** just like the current Accord Foundation secretariat.

We hope the Agreement will **ready to be signed, at the latest, by 15th of May**, as brands will need to go through internal review, and the current Transition Accord agreement ends on 31st May.

We hope that this can be reflected in the extended and expanded Agreement so as not to compromise the Accord's success and effectiveness in the future, and to continue to push for worker safety in the industry.



Best wishes,

A handwritten signature in blue ink, appearing to read 'Adil', is positioned above the printed name.

Signature

ADIL REHMAN