



# HUMAN RIGHTS

## COMMITMENT:

We are committed to raising awareness and improving processes in our supply chains, and we recognise the importance, influence and role we have in promoting and protecting human rights.

**Links to SDGs**



SDG 8: We are committed to decent work for all and to sustainable economic growth

**Behaviours**



**Take Accountability with Confidence**

**KPI**  
Factory sites self-assessment compliance with our human rights leading indicators

Status: On track

Baseline Year (2021)	76%
2024	98%

**FY24 Performance**  
98% of our factory sites self-assessments are compliant with our human rights leading indicators. There are two sites that will address gaps to reach compliance with our internal standard in FY25.

Human rights are the fundamental rights and freedoms that belong to every person. They apply regardless of where we are from, what we believe or how we choose to live our lives. As a responsible business, we do not tolerate human rights violations. If we identify potential or actual violations, we act quickly and deliberately to address them.

### Human rights leading indicators

To continue to minimise our risk of being exposed to modern slavery and labour exploitation, we reframed our modern slavery indicators to human rights leading indicators (HRLI) covering a wide range of topics including employment contracts, training, recruitment, and speaking up, which go beyond the notion of modern slavery. We have revised the wording of these indicators, added extra guidance for each one, and included examples of how to meet them.

Using HRLI is helping us to achieve a more consistent understanding of the requirements and improve the accuracy of our reporting and ensure alignment with our Human Rights Policy.

### Modern slavery audits

A key tool for understanding human rights risks and preventing violations is our ongoing programme of modern slavery audits. During FY24 we conducted audits at factories in the Ivory Coast, the US and Morocco. These provided more in depth insights into the local context and allowed us to work with factory teams to mitigate the risk of modern slavery. In addition, we piloted additional lighter-touch audits conducted online. These targeted sites which consistently reported 100% compliance with leading indicators and helped identify potential inconsistencies and share best practices.

In FY25, we plan to review a risk-based selection of priority locations to assess their exposure to human rights risks and develop action plans to address these issues.


### Raising awareness

We believe knowledge is crucial in reducing our risk of human rights abuses. Enhancing employee awareness of human rights enables us to better identify potential or actual violations.

Human rights training is mandatory for a large proportion of our management population. This learning covers definitions of human rights and our role as a company in protecting them; recognising signs of modern slavery; and how to report concerns, both informally and through our Speaking Up service. Over 2,000 employees have completed the training.

In addition, more than 900 colleagues participated in 19 human rights webinars, sharing our work and commitments.

In FY25, we intend to develop more non-English language resources and ensure all sites have communication plans in place to raise awareness about how to report human rights concerns.

 For more information please see our latest Modern Slavery Statement available on [our website](#).