

Charlie Bigham's

Responsible Sourcing Programme

What have we done recently?

In the last year, we've been busy with a number of our suppliers and have:

- Sent our Responsible Sourcing programme to all our suppliers and asked them to confirm that they meet the rigorous standards that we expect.
- We've also asked all our suppliers to initiate a SEDEX (Supplier Ethical Data Exchange) link to Charlie Bigham's and share their SMETA (Sedex Members Ethical Trade Audit) audit where relevant.
- With all of this information we are refining our risk assessment to further define all those suppliers that should fall into 'high risk' categories. High risk suppliers are determined by a number of factors including answers to the SEDEX self-assessment questionnaire (SAQ) and the inherent country risk of the supplier.
- Where suppliers haven't lived up to the standards we expect, we have provided a timescale in which conformance must be met.

What do we plan for the future?

We have asked for a lot of information from our suppliers in the last year and whilst we trust our suppliers to do the right thing, we can't solely rely on them telling us that they have completed everything to the standards that we expect.

Equally, Charlie Bigham's responsible sourcing vision is to go beyond the standards of today and move towards improving labour standards, working conditions and fairly rewarded employment. Therefore, over the next year we will be even busier with our suppliers to ensure that:

- Every supplier completes SEDEX SAQ to 100% to allow for accurate responsible sourcing risk assessment.
- All high risk suppliers to be built into our future audit programme. Whilst we'd love to be able to audit absolutely every supplier, time restraints mean that we will target those who we deem as 'highest risk' first.
- All high risk suppliers to have a targeted action plan designed to improve labour standards and working conditions for the future.