

NEW LOOK

Homeworking Policy

Definitions:

Homeworker	Work done in the home or area near the home by an employee working for an intermediary or subcontractor for a piece rate and it falls under Tier 1+ category. Homeworking does not include domestic work, cleaning or childcare done in other people's homes or unpaid household work.
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Homeworking Policy

New Look acknowledges that homeworking is part of the supply chain and recognises that homeworking is central to workers' livelihoods, as it provides a valuable income source, particularly where workers' mobility is restricted in cases where they are based in a rural area, or where they need to balance homework with domestic duties.

New Look see homeworkers as full members of the workforce who must be provided with working conditions and benefits that at a minimum meet international standards and industry best practice. New Look are committed to responding positively to homeworking and to working with its suppliers to improve the conditions experienced by homeworkers, in line with our ethical aims and the ETI Base Code.

Suppliers are required to inform New Look of any homeworking that is going to be used ahead of any orders being placed and can do so by contacting a member of the Sustainability Team or emailing FactoryAudits@NewLook.com.

Remediation

Whenever issues arise within New Look's home-based supply chain, we work with our suppliers to find the most appropriate solutions which ensure that homeworkers are safeguarded. Remediation plans and preventive actions are developed collaboratively with our suppliers and other relevant stakeholders including, but not limited to, external experts in the field of homeworking, local grassroot organisations and multi-stakeholder initiatives.