# NA-KD Salient human rights

December 2020



# **NA-KD'S SALIENT HUMAN RIGHTS**

Human right issue	Description	People of highest concern in our value chain
Discrimination, harassment, victimization & violence	When someone is disadvantaged, harassed or someone's rights are violated on the basis of gender, gender identity or expression, ethnicity, religion or other belief, disability, pregnancy, marital or social status, sexual orientation or age. Victimization and violence refers to bullying, psychological and physical abuse and social exclusion.	Across the value chain, with spe- cial concern for women's rights, as women make up a large part of workers in our own operations and value chain. Non-discrimination in marketing and communication.
Health & safety ILO Conventions 155 and 183	Health, safety and wellbeing of employees, workers and custom- ers across the value chain, such as occupational health & safety, prod- uct safety, chemical safety.	Across the value chain

\*based on amfori BSCI country due diligence tool (all countries scoring at least 3/5 in risk) and our own social audit results, unless otherwise stated

Countries with greatest risks\*

## Bangladesh India

## **Potential risks in** all countries



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Human right issue	Description	People of highest concern in our value chain
Living wages ILO Conventions 95 and 131	A wage level that is sufficient to provide workers with a decent living for themselves and their families, covering their basic needs and some discretionary income.	Across the value chain, with focus on manufacturing as well as ser- vice providers
Freedom of association & collective bargaining	The right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining	Across the value chain

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Countries with greatest risks\*

## Bangladesh China India Turkey

## China India



# **NA-KD'S SALIENT HUMAN RIGHTS**

Human right issue	Description	People of highest concern in our value chain
Decent working hours	Working hours that comply with national law, ILO Conventions or collective agreement, whichever gives the greater protection of the worker.	Mainly in supply chain
<b>Social Security</b> ILO Conventions 122, 158 and 175	The recognition and predictability of employment is a pre-condition for stable income and health care. Precaurious employment and self-employment increases the risks for lack of social security.	Risks mainly in supply chain coun- tries where state protection of social security rights are lacking or not properly enforced.

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Countries with greatest risks\*

## Bangladesh China

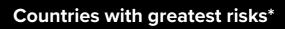
## Bangladesh India (precaurious employment)

3/6

# **NA-KD'S SALIENT HUMAN RIGHTS**

Human right issue	Description	People of highest concern in our value chain
Forced labour & modern slaveryILO Convention 29, 97 and 105	Forced labour is all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. Modern slavery is the severe exploitation of other people for personal or commercial gain. Particularly vulnerable are migrant workers (from abroad or domestic), often recruited through labour agencies. Indicators of include unreasonable fees leading to debt bondage, threats against employees and their families, wage deductions and withholding, restrictions in freedom of movement, and retention of personal documents.	Mainly in supply chain

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## Bangladesh China

4/6

# **NA-KD'S SALIENT HUMAN RIGHTS**

Human right issue	Description	People of highest concern in our value chain
Child labour / young workersJLO Conventions 138 and 182, United Nations Convention on the Rights of the Child	A child is any person below the age of 18 years old. Child labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work. A young worker is defined as someone who has reached the compulsory school leaving age, but who is under the age of 18 have special rights connected to things like working time, night work, medical examinations and occupational health & safety.	Children are directly and indirectly impacted by our business activities across the value chain. Child labor is a potential risks in the value chain, especially connected to the informal sector, homeworking, and raw materials. Greater risks percieved upsream supply chain.

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Countries with greatest risks\*

According to the **International Labour Organisation** (www.ilo.org), Africa is the region with greatest risks of child labour. Child labour has decrease in both Asia Pacific and Europe / Central Asia. Of NA-KD's main production countries both China and Turkey have ratified the main UN conventions on child labour (138 & 182), but India is still to ratify these and Bangladesh (138), why we see risks of child labour as higher in these countries.

## **NA-KD'S SALIENT HUMAN RIGHTS**

Human right issue	Description	People of highest concern in our value chain
Access to clean water	Access to safe, affordable and enough supply of clean water is essential for all people. As industries may contribute to water pollution and scarcity, both waste water treatment and water usage and efficiency is important.	People living in communities close to operations in our supply chain and raw material production

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Countries with greatest risks\*

Bangladesh China Turkey

