

21 May 2018

Mr G Jackson
F.A.O Mr Mohammed Adil
Hall Green Secondary
Southam Road
HALL GREEN
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Our Ref: 002333424A



Dear Mr Mohammed Adil

Thank you for your letter.

At Clarks, everything we do is built on our strong ethical heritage and the way we do business is underpinned by a strong sense of our responsibilities as an international shoe retailer. Our company is proud of its commitment to corporate responsibility. We attach real importance to the welfare of our employees and those employed by our suppliers, and are committed to maintaining our reputation for fair dealing and retaining the confidence of our consumers.

Whilst we outsource our manufacturing, we believe it is our responsibility to know and understand the welfare and working conditions of those who make Clarks shoes. We do this by auditing and assessing our supplier factories against the working condition standards set out in Clarks Code of Practice.

Our Code of Practice to set clear standards for factories manufacturing our products. This covers issues including the use of child and forced labour, hours of work, payment of wages and health and safety. Our standards require compliance with all local legal & regulatory requirements and are aligned with the core conventions of the United Nations International Labour Organisation (ILO).

The Code of Practice forms the basis for auditing and assessing our supplier factories and working with them to improve. The current scope of our audit programme covers factories producing the majority of footwear for the Clarks group of companies in all geographic locations. The information gathered through these audits informs our sourcing decisions and helps us work with our suppliers to ensure that the high standards that we expect in our products are reflected in the working environments in which they are made. We have a specialist team at Clarks who review and audit working conditions in the factories that we use, as well as using an internationally recognised audit service provider.

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The Clarks business believes governments and employers should set wages that are appropriate for the needs of workers and for the economic conditions in each country. Wages must be set at a level that meets both the immediate needs of workers and ensures the long term security of employment for those concerned. Clarks is committed to ensuring that all our suppliers pay at least the legal minimum wage. We monitor and manage this through our Supplier Working Conditions audit programme.

I hope this reassures you that Clarks takes its responsibilities as a leading global footwear brand extremely seriously and we are proud of our values but if you have additional specific queries then please let us know.

Further information about Clarks Corporate Responsibility activities including work with our suppliers on working conditions, a copy of Clarks Code of Practice and information about our audit programme is available on the website, <http://www.clarks.com/corporate-responsibility>.

Yours sincerely



*Emma Robins
External Relations Support*

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