

# MIGRANT WORKER POLICY

GANNI supports the development of an open and robust labour market and believes that migrant workers positively contribute not only to the development of their countries of destination but also to their countries of origin. As such, GANNI is committed to ensuring that migrant workers are recruited responsibly, live decently and are successfully integrated into the factory workforce and local communities. Due to the conditions associated with the global movement of people and current recruitment systems, migrant workers can be disproportionately vulnerable to situations amounting to forced labour, harassment, discrimination, unsafe and unhealthy living conditions, and other human rights abuses.

GANNI is committed to upholding the Dhaka Principles for Migration with Dignity and encourages its Suppliers and Subcontractors to review these, alongside the International Organisation for Migration (IOM)'s Migrant Worker Guidelines for Employers as a step-by-step guide for developing and implementing best practice policies and processes into their operations.

## DEFINITIONS

**“Supplier”** means the direct contractual supplier who has entered into a Mutual Business Agreement with GANNI;

**“Subcontractors”** means the subcontractors of the Suppliers in its supply chain, including (but not limited to) fabric suppliers, trim suppliers, dying and print-house as well as laundry facilities.

**“Worker”** means any individual performing work in connection with the production, processing, or distribution of goods or services for or on behalf of GANNI, including but not limited to:

- **direct employees** engaged under a formal contract of employment (full-time, part-time, fixed-term, or permanent);
- **indirect and agency workers** supplied through labour agencies, staffing firms, or third-party contractors;
- **home workers and piece-rate workers** performing work off-site or outside a formal workplace;
- **seasonal and temporary workers**, including those engaged during peak production periods;
- **migrant workers**, whether documented or undocumented, domestic or cross-border;
- **apprentices and trainees** engaged in any form of skills development related to production;
- **workers in the informal economy**, including those without written contracts or social protection coverage.

**“Migrant worker”** means an International migrant worker or an Internal migrant worker.

- International migrant worker: a person who is engaged in a remunerated activity in a country of which he/she is not a citizen, and whose employment could be temporary, provisional or unauthorised;
- Internal migrant worker: a person moving within his/her own country to pursue employment.

**“Employer”** refers to a person or an entity that engages employees or workers, either directly or indirectly.

**“Recruitment”** includes the advertising, information dissemination, selection, transport, placement into employment and – for migrant workers – return to the country of origin where applicable. This applies to both jobseekers and those in an employment relationship;

“**Recruitment fees**” refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection.

## PRINCIPLES

GANNI expects Suppliers and their Subcontractors to comply with this Policy and make sure all migrant workers are treated fairly and labour rights are upheld. The following principles are established:

### Recruitment

**1. No recruitment fees are charged to workers**

All costs associated with the recruitment and placement of migrant workers must be borne by the employer. No worker should be charged, directly or indirectly, for securing their work or the right to work.

**2. Contracts are clear, transparent and binding**

Migrant workers must receive a written employment contract in a language they understand, with all terms and conditions set out plainly and agreed to without any form of pressure or coercion. No contract can include a clause that financially penalises a worker for terminating employment before the end date. Contract terms must reflect the actual conditions of work, and substitution of contract terms upon arrival is prohibited.

**3. All migrant workers hold valid legal status**

Every migrant worker must hold a valid visa and/or work permit and be registered in accordance with applicable law.

**4. Legal status is the employer's responsibility**

Where undocumented workers are identified through audits or any other means, the Supplier bears the responsibility for ensuring those workers are enrolled in the appropriate processes to obtain the required work permits.

### Employment

**5. Equal treatment is non-negotiable**

Migrant workers must be treated no differently than other workers. This applies in particular to: freedom of movement; working conditions; wages and benefits; freedom of association; and access to information.

**6. No discrimination on any grounds**

No workers should be subject to discrimination in hiring, compensation, access to training, promotion, termination or retirement on the grounds of gender or sexual orientation, race, colour, age, pregnancy, marital status, religion, political opinion, nationality, ethnic origin, caste, medical condition or disability.

**7. The right to worker representation is upheld**

Migrant workers hold the same rights as all other workers to join, form and engage with trade unions and to participate in collective bargaining.

**8. Working conditions are safe and dignified**

Migrant workers must be provided with safe and decent conditions of work, free from harassment, intimidation or inhumane treatment.

**9. Identity documents remain in the worker's possession**

Workers retain full and unrestricted control over their own passport, identity documents, residency papers and any other valuable items at all times.

**10. Access to information is guaranteed**

Workers must have access to clear information regarding their rights, applicable health and safety requirements and relevant rules and regulations – provided in a language they understand.

**11. Freedom to change employment and safe return are assured**

Migrant workers must not be prevented from seeking or changing employment in the host country or pursuing onward migration, or returning to their home country.

Violations of the Principles set out in the Migrant Worker Policy identified at the Supplier or its Subcontractors must be remediated to the same standards. Where an investigation confirms a breach of labour rights, the Supplier must take immediate corrective action. This includes cooperating with relevant local initiatives and local authorities to ensure that affected workers are provided with financial assistance and other support to ensure protection of the Worker. The Supplier shall be responsible for the costs of reparations, audits and administrative costs for case management and monitoring. The Supplier shall communicate transparently with GANNI on all steps taken to remediate any issue found relating to a violation.