



### **Joint Statement by ASOS and IndustriALL Global Union**

#### **ASOS and IndustriALL reinforce their longstanding cooperation to support the recovery of the global garment industry through the COVID-19 crisis**

ASOS, a global leader in online fashion retail, and IndustriALL Global Union (“IndustriALL”), the representative of fifty million mining, energy and manufacturing workers globally including those in the garment industry, issue this joint statement to re-affirm their commitment to work together, alongside relevant global and national stakeholders, to support the economic and social recovery of the global garment industry through the COVID-19 crisis. This statement builds on the long-standing partnership between ASOS and IndustriALL established through the [Global Framework Agreement](#) (“GFA”) signed by both parties in 2017.

The advent of the COVID-19 pandemic has posed an unprecedented challenge for humanity. It has required a wide range of stakeholders – including businesses, trade unions, governments, and multilateral organizations – to assume new or changed roles that protect lives, social protection systems and business resilience in an unfamiliar new reality, while also seeking to support businesses, the wider economy, and above all, the health, safety, employment and income of workers.

Cooperation has been integral to supporting the global garment manufacturing industry since the beginning of the pandemic. For ASOS and IndustriALL, this collaboration has taken place both bilaterally and in multi-stakeholder initiatives, on both a global and a national level. In particular, ASOS and IndustriALL have been active participants of the multi-stakeholder initiative of the International Labour Organization (“ILO”) *Call to Action in the Global Garment Industry* (“CtA”).

In order to minimize the impacts of the global COVID-19 crisis, ASOS and IndustriALL Global Union publicly reaffirm and strengthen their commitments to work together with suppliers through the following actions:

- To continue to strengthen and promote the respect of freedom of association and collective bargaining rights along ASOS’ supply chains in an effective way, so that workers’ rights to join a union as their free choice is in place, and the respect of the right of collective bargaining that ensures conditions for collective bargaining agreements;
- To promote social dialogue with information, consultation and negotiation at all levels as the main way to solve conflicts, as both ASOS and IndustriALL understand that social dialogue constitutes the most valuable mechanism for the promotion of mature industrial relations;
- To continue to both work along with national and international organizations (i.e. ILO) on specific guidelines as suppliers resume normal operations. This work will be monitored by ASOS and IndustriALL;
- To continue to develop and review ASOS’ responsible purchasing practices by integrating measures that respond to and seek to mitigate the impact of COVID-19, in a way that ensures

all suppliers promote the implementation of socially responsible practices. Both organizations will work together under the ACT initiative on living wages to embed these good practices through the garment and footwear sector and promote industry-wide collective bargaining;

- To reaffirm the commitments made since the beginning of the pandemic for stable payment terms in order to support employers' cash flow and thus provide stability and predictability for workers;
- To work with the aim to generate the necessary financial conditions that allow suppliers to honor payments to workers and to preserve the level of employment and income of workers among suppliers. Both organizations will cooperate to disseminate this initiative in order to support stakeholders in the industry, particularly workers;
- To work proactively with suppliers and unions to rectify and reverse the effects of unfair and unlawful actions by any of the relevant social partners in ASOS' supply chain that violate the foregoing rights;
- To work jointly with governments and business organizations in ASOS' sourcing markets to promote their engagement under the CtA and any other similar initiative that helps enhance the above commitments.

Through this joint statement, ASOS and IndustriALL express their commitment to contribute to the economic recovery of the garment industry, and the security of workers in ASOS' and the global garment industry's supply chains, according to their respective roles. Furthermore, both organizations call on other international and national stakeholders to commit to this goal and thereby contribute to the global economic and social recovery from the COVID-19 crisis.

#### *Signatures*



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