

MIGRANT WORKER POLICY

GANNI supports the development of an open and robust labor 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 ethically, live decently and are successfully integrated into the factory workforce and local communities. Due to the conditions associated with global movement of people and current recruitment systems, migrant workers can be disproportionately vulnerable to situations amounting to forced labor, harassment, discrimination, unsafe and unhealthy living conditions, and other human rights abuses.

These guidelines refer to:

- 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.

The following principles are established:

1. No worker pays for their work or right to work. The recruitment process of migrant workers must be paid for by the employer;
2. Fair, and transparent employment contract conditions. No worker contract can include a clause that financially punishes the migrant for terminating a contract before the end date;
3. All migrant workers should have a proper visa and/or work permit, and be registered as required by law.
4. If undocumented workers are found via audits or other means, the supplier is responsible to enroll the workers to obtain work permits.
5. There must be no difference in treating migrant workers and other workers, with specific reference to: freedom of movement; working conditions; freedom of association; access to information.
6. No worker should be subject to any discrimination in hiring, compensation, access to training, promotion, termination or retirement on the grounds of gender or sexual orientation, race, color, age, pregnancy, marital status, religion, political opinion, nationality, ethnic origin, caste, disease or disability.
7. Workers retain control of their identity documents and/or other valuable personal items and have full freedom of movement;
8. Access to information. Access to information regarding the above requirements, as well as health and safety, rules and regulations, etc. must be guaranteed, by using a language that can be understood by the migrants.

Violations of the Code of Labour Practices which are found at subcontractors must be

remediated to the same standards as direct suppliers. Once a full investigation has been conducted and violation of the labour rights were confirmed, Supplier must cooperate with local initiatives and authorities to ensure the worker is provided with financial assistance and other support. The supplier shall be responsible for the costs of reparations, audits and administrative costs for case management and monitoring.

For Suppliers in Turkey, under current regulations, the following points apply to the registration process:

- Applicants for work permits must first register for temporary protection identification cards.
- Work permits are valid for the same city (or in some cases province) where the identification card was issued.
- There is a six-month waiting period between receipt of the temporary protection identification card and eligibility to apply for a work permit.
- Employers must file for the permit on behalf of the employee via www.turkiye.gov.tr
- An annual fee for registration must be paid by the employer
- In general, the number of foreign workers should not exceed ten percent of the number of Turkish workers in a factory