

## Statement from Primark

We take our responsibility to the people who make our products extremely seriously. Our Supply Chain Human Rights Policy outlines our commitment to human rights due diligence (HRDD) in our supply chain, the foundation of which is underpinned by the United Nations Guiding Principles on Business and Human Rights (UNGPs). Central to our approach to HRDD is our [Supplier Code of Conduct](#) which sets out the standards we expect of our suppliers in relation to freedom of association and collective bargaining agreements.

We immediately initiated an investigation when the allegations about SAPL Unit 1 were brought to our attention in September 2023. This involved our team in India gathering feedback from both factory management and workers on the issues raised. Senior members of our Ethical Trade team also travelled to meet with SAPL management to discuss the alleged issues at the factory. This process was ongoing and took a number of months and we kept GLU and Labour behind the Label appraised throughout.

In relation to the recognition of GLU as a union at SAPL, on the basis of our analysis of the current situation there is no legal obligation on SAPL to recognise GLU as a union. However, our Code of Conduct supports the right to Freedom of Association and we encourage all of our suppliers to engage in constructive dialogue with any unions present in their factories.

We have strongly encouraged SAPL factory management to resume a constructive dialogue with GLU. Two meetings between the parties have taken place since February 2024 and another has been scheduled for the end of June. Our efforts to ensure Freedom of Association and adherence to the Code of Conduct is a continuous process and we continue to encourage dialogue between the two parties.

We remain in contact with SAPL management on all matters raised and will continue to monitor the situation for any material developments.