

Carly Thomas
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Monday, January 11, 2016

Joe Bardwell & Annabel Short
Business & Human Rights Resource Centre
1-3 Charlotte Street
3rd floor
London W1T 1RD
United Kingdom

Dear Joe and Annabel,

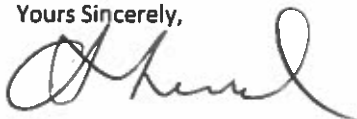
Thank you for your enquiry.

As a member of the Ethical Trading Initiative (ETI) (<http://www.ethicaltrade.org/>), we have adopted its Base Code as our own Code of Practice. All of our source factories are required work to each of its nine core principles.

We are committed to taking a common approach with our Turkish suppliers and have emphasized a zero tolerance stance on exploitation of and discrimination against Syrian refugees working within the sector.

We work closely with all suppliers and source factories to monitor and improve conditions where concerns are raised.

Yours Sincerely,



Carly Thomas
Ethical Trading Manager
SuperGroup Plc.