

Question / Comment	Response
Provide clearer, more specific detail on overtime requirements and working hours expectations.	Noted as a comment regarding the presentation
The statement 'to be read in conjunction with the Transparency and Supply Chain Monitoring Policy' is confusing, as it implies changes to that policy as well. It should be made clear that only the Standards for Suppliers have been updated.	Noted as a comment regarding the presentation
Are the cotton and solar policies included within these updates, or will they remain as separate documents?	Response: Yes, the cotton and solar policies remain separate to these documents, however the content and sentiment is similar. Should suppliers require a copy of any documents please contact <a href="mailto:responsiblesourcingqueries@asda.uk">responsiblesourcingqueries@asda.uk</a>
Does the Employer Pays Principle relate solely to migrant workers?	Response: As set out within the Standards for Suppliers, we require all suppliers to commit to the Employer Pays Principle and work towards this. The approach should be based on risk, starting with those most vulnerable e.g. migrant workers, but it should be applied across all workers.
Consider revising the use of the term 'agent' when referring to labour or recruitment agents, as it is misleading given that 'agent' is also used to describe supplier agents.	Noted as a comment regarding the presentation

<p>Regarding the ASDA Ethics Line, does this need to be displayed even if the site has their own independent hotline?</p>	<p>Response: We have updated our Standards to include further information on the publication of the Asda hotline, vs. other third party information. We accept it is not always suitable to have every customers hotline visible or even publicised full, so to be pragmatic we have amended the wording. It now reads - All workers within suppliers' business and supply chain must have access to grievance mechanisms, ensuring any barriers which may exist are addressed to enable those who may be marginalised, disadvantaged or excluded the opportunity to utilise or access.</p> <p>Ensure all workers are aware of the Asda whistleblowing process and that it is publicised. This may be during inductions, or worker briefings and should be included within annual briefings as a minimum.</p> <p>Briefings should include that:</p> <ul style="list-style-type: none"> <li>- This line is confidential</li> <li>- That the process is run by an independent third party, to Asda, you as a supplier and the sites management</li> <li>- That when contacting to report an issue that relates to Asda the call handler is made aware so that it can be flagged to our business.</li> </ul> <p>Publicising and displaying the Asda hotline is strongly encouraged, however if a robust, secure and legitimate hotline is provided, publicised and accessible to workers Asda does not require the publication and promotion of our mechanism, beyond the above mentioned (annual) briefings. If this is the case, Asda expects proactive reporting of trends, patterns and engagement at a suitable cadence to allow mitigation, support and impact to be understood. This includes at lower tiers.</p> <p>Where calls are received that may implicate Asda or where products are manufactured for Asda, there must be a fixed protocol in place for onwards communication to the Asda whistleblower line. This should detail the time in which the contact will be forwarded on to Asda and should be by the third-party provider, not by the supplier. Anonymity must be always maintained.</p> <p>Asda Ethics hotline: 0800 318 405  Asda Ethics: <a href="http://www.asdaethics.co.uk">www.asdaethics.co.uk</a>  Asda Ethics Email: <a href="mailto:aethic@asda.uk">aethic@asda.uk</a></p>
<p>Do we have it in all languages</p>	<p>We are working to translate these into the most common supplier languages to ensure understanding and coverage</p>
<p>Will these standards be audited against?</p>	<p>Our Transparency and Supply Chain Monitoring Policy stipulates the scope of our Responsible Sourcing programme and the sites which are considered in-scope. These are audited against ethical standards such as the ETI base code. Whilst these ethical standards are represented within our Standards for Suppliers, they are not directly monitored nor audited against as we do not set the methodology for assessment. However, many of the topics covered and your compliance with them will be reviewed via an assessment such as a SMETA audit.</p>