



Freedom of Association

Action plan

To build on our human rights strategy, we have committed to publishing an action plan with time-bound measures promoting freedom of association:

1. We will include freedom of association as a requirement for suppliers in our code of conduct and sustainable purchasing policy (by end of 2023).
2. We will participate in MSIs to support collective bargaining (by end of 2023).
3. We will initiate consultations with unions to understand any obstacles to freedom of association, with a special focus on barriers faced by women (by end of 2023).
4. We will raise awareness of freedom of association among our suppliers in selected high-risk supply chains (by end of 2024).
5. We will implement training on the right of association – with a special focus on barriers faced by women – for workers in three high-risk supply chains, in consultation with unions and local stakeholders (by end of 2024).