

## UN Global Compact

### BURBERRY GROUP PLC

#### Advanced Communication on Progress

**FY2020/2021**

#### Chief Executive Statement of Support

At Burberry, we are actively working to reduce our environmental footprint and meaningfully support our global communities to build a more sustainable future. As we seek to transform our industry, we are open and collaborative, convening and working with our peers, global NGOs and governments to unlock innovations that can help activate and scale change in our industry.

Burberry has been a signatory of the UN Global Compact since 2008, and we continue to use the UN Global Compact's Ten Principles to guide how we operate as a business. We are committed to upholding the core values of the initiative across human rights, labour standards, the environment and anti-corruption.

Our current five-year responsibility strategy called 'Creating Tomorrow's Heritage' is designed to drive positive change. As part of this, we set out ambitious goals to address our most material social and environmental impacts, while supporting The Burberry Foundation (UK registered charity number 1154468) in creating long-term partnerships that foster creativity and transform communities. Burberry's Responsibility strategy "Creating Tomorrow's Heritage" focuses on three headline goals for 2022:

- Driving positive change through 100% of our products;
- Becoming carbon neutral in our own operational energy use by reducing absolute emissions and switching to 100% renewable electricity, revaluing waste; and
- Positively impacting one million people.

Expanding on our existing goals, we are transitioning towards a net-zero future and ensuring that we consciously craft our collections.

We aim to be net-zero by 2040 and achieve carbon neutrality in our own operational energy use by 2022, which we will achieve by reducing absolute emissions, improving energy efficiency and switching to renewable electricity sources, before offsetting any remaining emissions. All our events, including shows and presentations, have been certified carbon neutral since 2019.

Underpinning our ambition to achieve a net-zero future, we have Science Based Targets across our scope 1 and 2 emissions (in our own operations and indirect emissions from our energy use), aligned to the Paris Agreement 1.5°C pathway and scope 3 emissions (across our extended supply chain). We aim to:

- **Reduce our absolute scope 1 and 2 GHG emissions by 95% by 2022**  
This target focuses on emissions from our direct operations, including electricity and gas consumption in our stores, offices, internal manufacturing and distribution sites. This target is consistent with reductions required to keep global warming to 1.5°C, the most ambitious goal of the Paris Agreement.

- **Reduce our absolute scope 3 GHG emissions by 30% by 2030**

This target relates to indirect emissions in our extended supply chain, which includes impacts from the sourcing of raw materials and the manufacturing of finished goods.

Both targets are set against a 2016 base year.

In FY2020/21 we set a series of new targets to 2025, focused on our raw material supply chains, to strengthen our commitment to responsible sourcing. These are detailed on page 3.

Further details on our responsibility commitments are available on [Burberryplc.com](https://www.burberryplc.com).

Marco Gobetti

Chief Executive Officer

June 2021

## **Governance**

### **Burberry Governance Structure**

Burberry's governance structure supports the management of social and environmental related risks and opportunities. The Board receives regular updates on responsibility-related matters.

The CEO is responsible for our responsibility strategy, which is delivered by our senior leadership team. Supported by cross-functional delivery groups, our senior leadership team is responsible for ensuring we achieve our responsibility goals. Burberry's Vice President of Corporate Responsibility is responsible for the delivery of our social and environmental programmes and reports on progress towards achieving targets to the Ethics Committee, the Sustainability Steering Committee (SSC), the Group Risk Committee and the Board.

The SSC was established to review and oversee the Group's strategy on environmental and social topics. Progress is reviewed by the SSC at least three times per year, chaired by our CEO.

Our ethical trading programme is supported and monitored internally by a number of management committees and key risks are reported to the Ethics Committee. The programme aims to ensure that the potential risks to labour and human rights are considered at all appropriate levels and areas of the business.

We have processes and resources in place to respond to any human rights issue which may arise and policies are in place to ensure that the safety of those in question is the priority. If any labour or human rights risks are identified, the Vice President of Corporate Responsibility will report on such issues to the Ethics and Risk Committees, which meet consecutively at least three times a year. The Risk Committee is chaired by the Chief Operating and Financial Officer, who sits on the Burberry Group plc board. The Risk Committee reports into the Group's Audit Committee which is chaired by an independent non-executive director of the Burberry Group plc Board.

## **Corporate Responsibility**

### **Strategy**

As part of our current responsibility strategy 'Creating Tomorrow's Heritage', we have set ourselves ambitious goals to 2022 that sit across Burberry's entire footprint. This includes a goal to ensure that every product has more than one positive attribute by 2022.

We have defined key positive attributes relating to a range of social and environmental programmes, which drive improvements in the raw material and manufacturing stages of our supply chain. A positive attribute could include leather from a tannery with social, environmental and traceability certifications or a product that has been manufactured in a facility that operates using renewable energy.

Our responsibility strategy is integral to Burberry's Environmental, Social and Governance framework and is informed by the UN's 17 Sustainable Development Goals. Our contribution towards the goals is outlined in our FY 2020/21 Annual Report. The strategy focuses on a number of goals, such as Goal 8 (Decent Work and Economic Growth), which is supported through our commitment to drive positive change through 100% of our products.

In FY 2020/21, the fourth year of our strategy, 82% of products had more than one positive attribute and 94% of products had at least one positive attribute.

Through our responsibility strategy we have also committed to not only reduce, reuse and recycle any waste we generate, but also create new solutions and help drive positive system change, in line with Goal 12 (Responsible Consumption and Production).

Expanding on our existing strategy, in FY2020/21 we set a series of new targets to 2025, focused on our raw material supply chains, to strengthen our commitment to responsible sourcing.

We have a series of ambitious targets to help achieve this aim:

- Ensure all key materials are 100% traceable by 2025, supported by our use of certified materials where the country of origin is verified and disclosed. We will achieve traceability to a minimum of country level for key raw materials.
- Source 100% certified recycled nylon and recycled polyester by 2025, where nylon or polyester is the product's main material.
- Source 100% certified wool by 2025, supporting certifications that uphold the highest animal welfare standards.
- Source 100% certified organic cotton by 2025. Organic cotton, which is traced through our supply chain via a chain of custody. This builds on our target to source 100% of our cotton more sustainably by 2022.
- Source 100% of our leather from certified tanneries by 2022 with environmental, traceability and social compliance certificates.

### **Ethical Trade**

Over the last 17 years, we have implemented a programme to monitor our product supply chains and safeguard the workers engaged in these supply chains. We have a global corporate responsibility team consisting of more than 30 sustainability specialists that support our key product supply chains.

All Burberry employees are introduced to Burberry's corporate responsibility policies and programmes during their induction training to ensure an understanding of Burberry's responsibilities in this area. Although ethical trading activities are coordinated by our responsibility team, targets relating to

working conditions in the supply chain are owned by our supply chain and sourcing teams. Burberry employees who are responsible for supply chain partner relationships and sourcing, also have personal objectives related to labour conditions, recognising the potential impact of fair purchasing practices on labour conditions throughout our supply chain.

Our ethical trading programme comprises of announced and unannounced audits, monitoring and improvement programmes, and covers all finished goods vendors, sub-contractors and key raw material suppliers. We operate a strict approval process for all new supply chain partners and conduct a transparency analysis with our vendors and commercial teams each season to ensure supply chain mapping is always up to date. All finished goods facilities and key raw material suppliers are audited prior to approval and at frequent intervals during their partnership with Burberry. A factory's compliance with the Responsible Business Principles and applicable local laws is assessed and approval is subject to Burberry's satisfaction with the factory's commitment to the Principles.

Since 2019, we have continued to expand our responsibility programme to also include the assessment of our key mills, tanneries and trim suppliers and their sub-contractors. In FY20/21, this represents over 60% of our raw material suppliers. During the period FY 2020/21, we conducted 409 audits and 33 engagement activities.

In addition, since 2019 we also included our packaging, visual merchandising, repurposing and recycling supply chains within our ethical trading programme, which focuses on conducting a risk-based analysis of new suppliers prior to procurement. We continue to conduct audits when required and work with our suppliers to implement continuous improvement plans.

The majority of these activities are conducted by our internal responsibility team to build trust with supply chain partners and drive continuous improvement together. During an audit, compliance with our Responsible Business Principles is assessed. The Principles have been developed in line with our commitments and knowledge of the supply chain over a number of years. They have been informed by our longstanding membership of the United Nations Global Compact and are underpinned by the International Bill of Human Rights and the Fundamental Conventions of the ILO. We review and update the Principles on an annual basis to ensure that they align to the latest good practice guidelines and any emerging regulatory requirements. The Principles apply to all our business associates, which include, but are not limited to, finished goods suppliers, raw material suppliers, non-stock suppliers, construction contractors, licensees and franchisees.

In recognition of SDG 17, 'Partnerships for the Goals', we value the importance of collaborating with industry peers, business partners and other key stakeholder groups to find long-term solutions and promote wider industry change. Our Responsibility goals and progress are reviewed by external forums who act as 'critical friends' to constructively challenge and support our initiatives as well as ensure we stay focused on our most material issues to drive real positive impact in the long-term. If a specific situation arises, we will consult with local stakeholders to ensure their views are represented.

In October 2017, Burberry became a founding member of the Business Against Slavery Forum alongside some of the UK's largest companies. The forum member companies share intelligence and best practice to help businesses identify, tackle and prevent slavery in their supply chains.

## **Supply Chain**

We work closely with our supply chain partners and provide regular training and opportunities to vendors, suppliers and other key business partners.

Since FY 2016/17, we have provided training to our supply chain partners, including vendors and key raw material suppliers, on understanding, identifying and managing modern slavery risks.

Informed by our Human Rights Impact Assessment, we developed a bespoke modern slavery and labour rights training programme for our internal teams and supply chain partners. In FY 2020/21, 158 members of our internal supply chain, sourcing, internal manufacturing and product teams received either introductory or refresher training. The targeted training helps those who have close contact with our extended supply chain to be familiar with the potential risk areas, any likely indications of human rights abuses (including instances of modern slavery) and possible actions to take if an incident of modern slavery is identified.

During FY 2020/21, we have focused on raising awareness of modern slavery risks and preventative actions among our key finished goods vendors. Participants attended a three-hour training session and were asked to update and strengthen their action plans to prevent and reduce the potential risk of modern slavery in their operations and supply chains.

Since 2013, our capacity building programme with strategic Italian and British vendors has increased their ability to manage the working conditions at sub-contractors' facilities, as well as introduce their own ethical trading monitoring programmes. This helps us to reach more workers in line with our commitment to create a responsible supply chain. In FY 2020/21, the partners within the programme have conducted more than 100 audits or assessments of their own supply chains.

In FY 2019/20, we carried out an inclusivity initiative in Italy with a third-party communication agency and a cultural mediators association to increase potentially vulnerable workers' access to local institutions and public services. The overall aim of the initiative was to empower workers, thereby reducing risk of modern slavery and create long-term impacts on improving social inclusion.

Where labour rights issues can include inadequate access to remedy, we have worked with local NGOs to establish a hotline to share information with workers on their labour rights and create a mechanism to report grievances and provide psychological support, providing workers with improved access to remedy. The effectiveness of the hotline is frequently reviewed and in FY 2020/21 we extended the hotline to cover 16,432 workers within our supply chain. During FY 2020/21, 529 calls (24 complaints, 486 consulting requests and 19 psychological support requests) were received. Resolutions were monitored closely by our local responsibility teams. We continue to review access to remedy and will extend the hotline where required, prioritising suppliers with migrant workers.

We continue to work on programmes to capture comments and grievances from workers in our global supply chain. In partnership with Oxfam, we have developed a series of metrics to measure worker wellbeing in our supply chain and capture comments and feedback from workers. The tool has been used to survey approximately 2,750 workers across 15 facilities.

We are committed to identifying initiatives to strengthen workers' access to information, ability to raise grievances and measure worker wellbeing. Burberry employees, contractors and agency workers across our operations have access to a whistleblowing helpline and web service managed by an independent company. This allows individuals to anonymously report any concerns relating to malpractice, with all cases treated in the strictest confidence.

## **Policies & Human Rights**

To promote human rights and labour standards across our direct and indirect business operations, we require our network of business associates and extended supply chain to comply with our Responsible Business Principles. The Principles apply to all our business associates, which include but are not limited to, finished goods suppliers, raw material suppliers, non-stock suppliers, construction contractors, licensees and franchisees.

The Principles include the following policies:

- Human Rights Policy
- Ethical Trading Code of Conduct
- Migrant Worker Policy
- Responsible Sourcing Policy
- Partner Non-Compliance Policy
- Child Labour and Young Worker Policy
- Infection Management Control Policy

Adherence to the Principles is incorporated into our terms and conditions, which forms part of the contract for our network of business associates and extended supply chain. Finished goods and raw material suppliers sign a letter of undertaking confirming, among other matters, their commitment to the Principles and that they will cascade the Principles within their own supply chains.

In FY 2020/21 we updated and consolidated our Code of Conduct for our people and third-parties into one comprehensive document. All our supply chain partners will be required to adhere to the Code of Conduct as well as the Principles.

Over the past year, we have supported our business associates through the COVID-19 pandemic. The responsibility team has remained in close contact with supply chain partners through regular communications and conducting desktop assessments to understand where best to provide support. An Infection Control Management Policy has been communicated to all vendors and key raw material suppliers to support them in providing a safe working environment. The policy sets out the minimum standards which Burberry requires its business associates to comply with and covers infection controls such as social distancing, Personal Protection Equipment (PPE) requirements and cleaning programmes that must be observed on site. In addition, Burberry recognises that there are many different countries each with their own laws within its supply chain. Therefore, all business associates must ensure that, in addition to compliance with this policy, it continues to comply with local regulations, laws and industry best practices.

Burberry's CEO is responsible for our Human Rights policy, with support in achieving the commitments set out in our policy delivered by the Vice President of Corporate Responsibility. Human Rights matters are regularly reported to the Ethics Committee, Risk Committee and the Board.

The Supply Chain Delivery Group (SCDG), chaired by our Chief Supply Chain Officer, meets at least once a quarter to discuss human rights in the supply chain, and is attended by heads of supply chain teams.

Burberry's Human Rights policy is publicly available on [Burberryplc.com](https://www.burberryplc.com). Compliance with this policy forms part of Burberry's Responsible Business Principles and is a requirement of doing business with Burberry.

Burberry's Human Rights policy sets out four key stakeholder groups – our people, workers in our supply chain, our customers and our communities – and the procedures we have put in place to protect and uphold human rights, including mechanisms in place to address any instances of potential infringement. The policy was developed with reference to the United Nations Guiding Principles on Business and Human Rights. We assess human rights impacts and monitor labour conditions in both our own operations and our supply chain on a regular basis to ensure the policy is upheld. The policy was updated during FY 2019/20.

Every two years, we conduct a Human Rights Impact Assessment of our operations and activities and those of our extended supply chain to identify and address potential risks. If a salient forced labour risk is identified, ethical trading assessments are conducted by our internal teams or by a local Non-Governmental Organisation (NGO) where local expertise is needed, to identify any labour rights

issues and remediation required. We have implemented this process since 2014, which has helped to evolve and develop our human rights diligence approach as well as our ethical trading programme. In addition, we have also implemented a number of mitigation action plans which have included a focus on migrant workers and women in our supply chain, as we identified that these groups are disproportionately more vulnerable to modern slavery risk. Action plans included tailored interventions such as mapping recruitment journeys in identified hotspots, building worker voice mechanisms in these areas and working with experts to integrate gender-sensitive processes and metrics into our programmes.

In FY 2020/21, our Human Rights Impact Assessment highlighted workers at increased risk due to the COVID-19 pandemic, particularly in relation to workers' health and wellbeing. In response to this, the Burberry responsibility team has supported supply chain partners through the challenges presented by the pandemic. Burberry's Infection Control Management Policy was communicated to all vendors and key raw material suppliers to support them in providing a safe working environment. Further to this, we conducted training with the support of external providers on how to run a COVID-safe environment.

## Environment

The climate emergency is our society's greatest challenge. The long-term success of our business depends on investing in the environmental sustainability of our operations, the resilience of our supply chains and our management of climate change impacts. We must create a more sustainable future for luxury if we are to thrive. By 2022, we aim to become carbon neutral in our own operational energy use, with a focus on driving energy efficiencies and renewable energy procurement, and to revalue waste through our collaborative approach and creative spirit. In September 2018, we strengthened our commitment by ending the practice of destroying unsaleable products.

### A net-zero future

We are proud of our climate change initiatives in support of SDG 13 (Climate Action), which are continually evolving as we find new ways to rise to this challenge. We aim to be net-zero by 2040 and achieve carbon neutrality in our own operational energy use by 2022, which we will achieve by reducing absolute emissions, improving energy efficiency and switching to renewable energy sources, before offsetting any remaining emissions. All our events, including shows and presentations, have been certified carbon neutral since 2019. We have reduced our market-based emissions by 92% since 2016.

Underpinning our ambition to achieve a net-zero future, we have science-based targets across our scope 1 and 2 emissions (in our own operations and indirect emissions from our energy use), aligned to the Paris Agreement 1.5°C pathway and scope 3 emissions (across our extended supply chain).

We aim to:

- **Reduce our absolute scope 1 and 2 GHG emissions by 95% by 2022.**

This target focuses on emissions from our direct operations, including electricity and gas consumption in our stores, offices, internal manufacturing and distribution sites. This target is consistent with reductions required to keep global warming to 1.5°C, the most ambitious goal of the Paris Agreement.

- **Reduce our absolute scope 3 GHG emissions by 30% by 2030.**

This target relates to indirect emissions in our extended supply chain, which includes impacts from the sourcing of raw materials and the manufacturing of finished goods.

Both targets are set against a 2016 base year.

Burberry has appointed PricewaterhouseCoopers LLP (PwC) to provide limited assurance over selected Company, Product and Community information for FY 2020/21. This includes our carbon metrics designated with a ^ in our Annual Report. The assurance statement and Burberry's basis of reporting are available at [Burberryplc.com](https://www.burberryplc.com).

In FY 2019/20, we began disclosing climate-related risks and opportunities to the business in line with recommendations set by the Taskforce on Climate-Related Financial Disclosure (TCFD). This disclosure demonstrates our longstanding commitment to environmental stewardship and ensures the company is accounting for, and building resilience towards, the long-term impacts of climate change. To understand the key climate-related risks to Burberry, in FY2020/21, we undertook a risk assessment across the company to identify the climate-related vulnerabilities of our key commodities. The results of this assessment will be used to support Burberry's risk management and inform future strategy.

Burberry is a founding signatory of the UN Climate Change Fashion Industry Charter for Climate Action. We are supporting the efforts of UN Climate Change and have taken a leadership position in the industry by collaborating with other brands to promote energy efficiency and renewable energy through the UNFCCC Manufacturing Working Group. We also signed the Fashion Charter Communique at the Conference of the Parties 25 (COP25), which works to partner with countries with major fashion production and consumer markets to bring the industry in line with the Paris Agreement goal of limiting average global temperature rise to 1.5°C [above pre-industrial levels].

We are also a signatory of the G7 Fashion Pact, a global alliance between 32 of the world's leading fashion companies to tackle climate change. Through the Pact, we will build on our work over the last decade to limit global warming, protect the world's oceans and restore biodiversity.

As a signatory of the New Plastics Economy Global Commitment, we have pledged to eliminate unnecessary and problematic plastic, to use 100% reusable, recyclable or compostable plastic, and to use at least 20% recycled content across all own-branded plastic packaging by 2025.

Our Global Environmental Policy is publicly available on [Burberryplc.com](https://www.burberryplc.com). In FY 2019/20, we reviewed and updated the Global Environmental Policy to include additional requirements for water stewardship, biodiversity, packaging and logistics. Further updates were made in FY 2020/21 around chemical management. Our policies are reviewed annually to ensure they align with industry best practice and emerging legislation.

On a quarterly basis, the responsibility team meets with the SCDG to discuss environmental stewardship in the supply chain, as well as on a more frequent basis if issues arise. We have processes and resources in place to respond to any environmental issues which may arise. Depending on the severity of an issue, it may be escalated to the senior leadership team and to the Board.

We are committed to respecting the environment, minimising the environmental impacts of our own operations and activities in our supply chain, which is covered in our Global Environmental Policy. This policy is mandatory and applies to our own operations and our supply chain partners' activities. Monitoring and verification activities are carried out throughout our finished goods and key raw material supply chain to support compliance with Burberry's Responsible Business Principles.

We have systems in place to track our progress against our 2022 targets to procure 100% of cotton more sustainably and source 100% of leather from tanneries carrying environmental, traceability and social compliance certifications. We also monitor the waste production recycling of our supply chain partners.

We track suppliers' progress against our target to eliminate 11 priority group chemicals by 2022, going above and beyond the required international environmental and safety standards. We work closely with all our partners to improve chemical management practices and support research into new technologies, while taking steps to eliminate the use of chemicals that may have a negative



impact on the environment.

We have continued our efforts to improve chemical management, revalue waste, reduce energy and water consumption and increase the use of renewable energy in our supply chain. In 2019, we introduced our Forest Stewardship Council (FSC) certified and fully recyclable customer packaging made with a minimum of 40% upcycled coffee cups.

### **The Burberry Foundation and community investments**

We work closely with The Burberry Foundation (UK registered charity number 1154468) in creating long-term partnerships to support the communities that sustain the luxury fashion industry. The three pillars of our Communities strategy focus on projects that tackle educational inequality and build cultural capital, foster community cohesion and employability skills, and support social and economic development.

Since 2010, Burberry has a policy to donate 1% of Group adjusted profits before tax (PBT) to charitable causes, inclusive of a donation to The Burberry Foundation (UK registered charity number 1154468). In FY 2020/21, this together with exceptional donations made to the COVID-19 relief efforts, amounted to 1.13% of adjusted PBT donated to charitable causes.

Employees worldwide are offered three working days a year for volunteering in their local communities. During FY 2020/21, employees dedicated approximately 6,000 hours to volunteering in their local communities. Employees can also apply for match-funding for team fundraising activities.

Our in-kind donations range from one-off gifts of non-trademark fabric and materials to assist young people on creative courses, from our ReBurberry fabric programme where we donate materials to design students in the UK to donations of smart business clothing to support vulnerable people enrolled in employability programmes. In FY 2020/21, we donated over 14,000 items of business clothing to selected charities to enhance their employability programmes and help provide their clients with an extra boost of confidence as they prepare to re-enter the job market.

### **SDG 17. Partnerships for the Goals**

Our Responsibility agenda contributes to a range of the United Nations SDGs and we feel we are uniquely placed to achieve meaningful change. We are open and collaborative, convening and working with our peers, NGOs and governments to unlock sustainable solutions that can help activate and scale change in our industry.

We are a member of several leading forums, where we share our experiences and collaborate with others to adopt more sustainable ways of working, as well as learn from innovators within and outside our industry.

These include:

- UN Fashion Charter for Climate Action
- The Fashion Pact
- The Ellen MacArthur Foundation's Make Fashion Circular initiative
- RE100
- A4S Accounting for Sustainability
- Race to Zero
- The Living Wage Foundation and The Global Living Wage Initiative
- The ZDHC Foundation
- Leather Working Group
- Textile Exchange
- Sustainable Fibre Alliance (SFA)
- Canopy
- Science Based Target Network

### **Anti-Bribery & Anti-Corruption**

Our Anti-Bribery and Anti-Corruption policy is incorporated into Burberry's Global Ways of Working guidelines, prohibiting bribery and corruption in all forms. Burberry employees (and third parties associated with Burberry) must not engage in any activity which is, or could be perceived to be, corrupt, improper or unlawful. Training on our Anti-Bribery and Anti-Corruption Policy is provided on an ongoing basis. The Ethics Committee review and monitor compliance with Burberry's Anti-Bribery and Corruption Policy. The Committee sets priorities, considers key issues, implements processes and reports regularly on progress to the Risk Committee and the Audit Committee.

Assurance processes are in place to monitor compliance in a number of key risk areas, with results being reported to the Risk Committee and Audit Committee. Employees are required to complete Anti-Bribery and Corruption training e-modules. Additionally, the asset and profit protection team conducts targeted one-to-one training with employees in the business whose job roles are deemed to be high risk and holds roadshows to increase awareness. All induction programmes contain a number of sections that relate to risk management. Employees and third parties can report any concerns or seek advice through Burberry Confidential (Burberry's third-party confidential helpline). Employees can also report their concerns to the HR Director or the Regional Asset and Profit Protection Manager for their business area.

Our key partners are regularly required to confirm their ongoing compliance with Burberry's Responsible Business Principles, which include our Anti Bribery and Corruption Policy. We continue to identify initiatives to strengthen our ability to engage with key stakeholders. We currently have the following channels in place:

- Internal whistleblowing hotline and web service managed by an independent company
- Internal Disciplinary and Grievance Policy
- All-employee engagement surveys
- Confidential hotline

## Glossary

UNGC Best Practice	Burberry Example (Section)	References
Criterion 1: The COP describes mainstreaming into corporate functions and business units	Governance	<a href="#">Burberry Annual Report</a> <a href="#">Burberry Modern Slavery Statement</a>
Criterion 2: The COP describes value chain implementation	Supply Chain Ethical Trade	<a href="#">Human Rights Policy</a> <a href="#">Burberry Modern Slavery Statement</a> <a href="#">Policies and Commitments</a> <a href="#">Ethical Trading Code of Conduct</a>
Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	Policies & Human Rights Supply Chain	<a href="#">Policies and Commitments</a> <a href="#">Burberry Modern Slavery Statement</a>
Criterion 4: The COP describes effective management systems to integrate the human rights principles	Governance Policies & Human Rights	<a href="#">Burberry Modern Slavery Statement</a> <a href="#">Ethical Trading Code of Conduct</a> <a href="#">Human Rights Policy</a>
Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration	Governance Policies & Human Rights Supply Chain	<a href="#">Burberry Modern Slavery Statement</a> <a href="#">Responsibility Approach</a>
Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour	Governance Policies & Human Rights	<a href="#">Policies and Commitments</a> <a href="#">Burberry Modern Slavery Statement</a> <a href="#">Collaborations and Partnerships</a>
Criterion 7: The COP describes effective management systems to integrate the labour principles	Governance Policies & Human Rights	<a href="#">Burberry Modern Slavery Statement</a> <a href="#">Ethical Trading Code of Conduct</a> <a href="#">Human Rights Policy</a> <a href="#">Enhancing Worker Wellbeing and Livelihoods</a>
Criterion 8: The COP describes effective monitoring and	Supply Chain Ethical Trade	<a href="#">Ethical Trading Code of Conduct</a>

evaluation mechanisms of labour principles integration		<a href="#">Collaborations and Partnerships</a>  <a href="#">Enhancing Worker Wellbeing and Livelihoods</a>  <a href="#">Burberry Modern Slavery Statement</a>
Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	Chief Executive Statement of Support Environment A net zero future Strategy SDG 17. Partnerships for the Goals	<a href="#">Burberry Annual Report</a>  <a href="#">Responsibility Approach</a>  <a href="#">Policies and Commitments</a>
Criterion 10: The COP describes effective management systems to integrate the environmental principles	Environment A net zero future Strategy	<a href="#">Burberry Annual Report</a>  <a href="#">Burberry Modern Slavery Statement</a>  <a href="#">Responsibility Strategy</a>
Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	Environment A net zero future Strategy	<a href="#">Burberry Annual Report</a>  <a href="#">Basis of Reporting</a>  <a href="#">Independent Assurance Statement</a>  <a href="#">Responsibility Approach</a>  <a href="#">Burberry Modern Slavery Statement</a>
Criterion 12: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	Environment A net zero future Strategy	<a href="#">Policies and Commitments</a>
Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle	Anti-Bribery & Anti-Corruption	<a href="#">Burberry Annual Report</a>  <a href="#">Burberry Anti-Bribery and Corruption Policy</a>
Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	Anti-Bribery & Anti-Corruption	<a href="#">Burberry Anti-Bribery and Corruption Policy</a>
Criterion 15: The COP describes core business contributions to UN goals and issues	Strategy SDG 17. Partnerships for the Goals	<a href="#">Responsibility Strategy</a>
Criterion 16: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	Anti-Bribery & Anti-Corruption	<a href="#">Responsibility Strategy - Communities</a>  <a href="#">Collaborations and Partnerships</a>

Criterion 17: The COP describes advocacy and public policy engagement	The Burberry Foundation and community investments	<u>Burberry Modern Slavery Statement</u>
Criterion 18: The COP describes advocacy and public policy engagement	The Burberry Foundation and community investments	<u>Responsibility Strategy - Communities</u> <u>Collaborations and Partnerships</u>
Criterion 19: The COP describes CEO commitment and leadership	Governance	<u>Responsibility Approach</u>
Criterion 20: The COP describes Board adoption and oversight	Governance	<u>Responsibility Approach</u>
Criterion 21: The COP describes stakeholder engagement	The Burberry Foundation and community investments	<u>Burberry Modern Slavery Statement</u> <u>Burberry Annual Report</u> <u>Reflections Report</u>