

## **Forward Together – a Charter for Enhanced Relations**

between:

### **ASOS.com Limited**

a company registered in England and Wales under company number 3584121 whose registered office is at Greater London House, Hampstead Road, London, NW1 7FB (“ASOS”).

and

### **Community**

a trade union registered under list number 784T whose registered office is at 465c Caledonian Road, London, N7 9GX (“Community”),

each a “Party” and together referred to as the “Parties”.

## **1. PREAMBLE**

- 1.1.** ASOS is an online fashion destination, selling womenswear, menswear, footwear, accessories, gifts and beauty products via the asos.com website to millions of twenty-something fashion lovers in 231 countries and territories.
- 1.2.** ASOS is committed to respecting, protecting and championing the human rights of its employees and all workers within its supply chain. As set out in its global framework agreement with IndustriALL Global Union, ASOS recognises the benefits of establishing a framework for engagement with trade union organisations, as well as the crucial role that freedom of association and collective bargaining play in developing well-functioning industrial relations.
- 1.3.** Community is a UK trade union with members in the manufacturing sector, such as the steel, footwear, textiles and apparel industries, as well as across the UK economy in sectors including education, logistics, finance, justice and more.
- 1.4.** Community has over 50,000 members and is committed to defending the rights and interests of workers across the UK economy.
- 1.5.** The Parties have a common objective of maintaining and enhancing good employment practices and industrial relations.

## **2. PURPOSE**

This Charter:

- 2.1.** formalises the Parties’ commitment to enhance their existing constructive relationship;
- 2.2.** sets out the Parties’ responsibilities and the actions that the Parties will undertake to achieve their common objective, recognising that enhancing relations is an ongoing and continuous process; and
- 2.3.** is binding in honour only and is not, nor is it intended to be, legally binding.

### 3. SCOPE

This Charter covers ASOS' employees working in quality assurance in its UK fulfilment centres. For the avoidance of doubt, it does not cover ASOS' third-party logistics partners' employees.

### 4. RESPONSIBILITIES

The Parties commit to enhancing their relations by:

- 4.1. maintaining open and direct communication on matters of mutual interest or concern;
- 4.2. maintaining the partnership agreement at ASOS' UK fulfilment centres at Barnsley and Lichfield, with the intention to consider similar arrangements for ASOS quality assurance employees at any new UK fulfilment centres in the future;
- 4.3. promoting open and direct communication and constructive relations with ASOS' current and future UK third-party logistics fulfilment centre partners;
- 4.4. identifying initiatives on which to work together concerning issues of mutual interest or concern;
- 4.5. exploring opportunities to further improve employment practices, policies, procedures, and training to the mutual benefit of applicable employees and ASOS;
- 4.6. collaborating, where appropriate, on influencing public policy on issues of mutual interest or concern;
- 4.7. releasing, where appropriate, joint statements on areas of mutual interest or concern;
- 4.8. maintaining meetings between senior managers from ASOS and senior officers from Community in line with the partnership agreement for QA employees at ASOS UK fulfilment centres at Barnsley and Lichfield to discuss general business issues and opportunities and challenges of mutual interest; and
- 4.9. the Chief Executive Officer of ASOS and the General Secretary of Community meeting once per calendar year to discuss general business issues and opportunities and challenges of mutual interest.

### 5. TERM

This Charter:

- 5.1. will come into force once it has been signed on behalf of both Parties;
- 5.2. and all communications arising therefrom will, to the extent reasonably practicable, be kept confidential by the Parties;
- 5.3. will be reviewed on an annual basis; and
- 5.4. may be terminated by either Party at any time by it providing the other Party with written notice.

**Signed for and on behalf of ASOS**

**06/07/2021**



Nick Beighton  
Chief Executive Officer

**Signed for and on behalf of Community**

**06/07/2021**



Roy Rickhuss  
General Secretary