



United Nations Global Compact

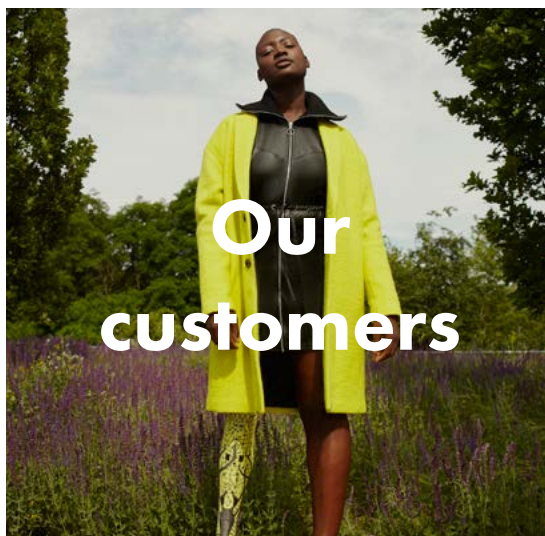
**Advanced communication on progress
2017 - 2018**



Respecting people and the planet with great product that our customers can trust



Achieving growth in a way that adds social value and minimises environmental impacts



Helping young people to look, feel and be their best



Investing time and resource to make a real difference

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Chief Executive Statement of support

Here in our sixth Communication on Progress, we describe how our policies, culture and daily operations actively promote the UN's Global Compact Principles.

Since our last submission, we have taken some significant strides forward to transform fashion's impact on people and planet. Our corporate responsibility priorities are now fully embedded in our business strategy, and to ensure that we continuously drive improvements, we have established seven governance groups who meet monthly to address barriers to progress and keep us on track.

We are driving forward our Fashion with Integrity strategy with renewed momentum and this has led to some notable achievements under the Global Compact principles:

Human rights: In collaboration with Anti-Slavery International, we have reviewed our business practices to ensure they are aligned with the UN Guiding Principles on Business and Human Rights.

Labour standards: We became the first e-commerce brand to sign a Global Framework Agreement with IndustriALL global trade union to strengthen our framework for promoting freedom of association and other labour rights in our supply chain.

Environment: We signed up to and made progress on targets to meet Global Fashion Agenda's 2020 commitment to help accelerate the transition to a circular fashion economy.

Anti-corruption: We have extended the provision of our whistleblowing services to include workers in our nine largest sourcing regions.

At the end of 2017, we also became a signatory of the UN's Women's Empowerment Principles, which commits us to steps to advancing and empowering women in the workplace, in our supply chains and in the community.



We share all ASOS Communication on Progress submissions on our public corporate responsibility website. We also provide an index **here** signposting where stakeholders can find more information about how ASOS supports each of the Global Compact principles.

I welcome this opportunity to reaffirm ASOS' commitment to continue to promote the UN Global Compact across the business, and more widely throughout the industry.

Nick Beighton
Chief Executive Officer, ASOS Plc

Implementing the ten principles into strategies & operations

The table below describes the best practices we have adopted under each of the UN Global Compact Advanced Level reporting criteria and contains links to where further information can be found.

1. The COP describes mainstreaming into corporate functions and business units

UNGC best practices	ASOS Examples	References/links
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives.	The CEO and ASOS Executive Board are responsible for ensuring ASOS' Fashion with Integrity (FWI) corporate responsibility strategy is embedded throughout the business. To support them we have established seven governance groups who meet regularly to discuss progress against FWI strategy, review risks and seek opportunities to further embed the strategy into core business areas. Each group is chaired by an Executive Board member and comprises of senior management representatives and subject-matter experts. They report on their activities to the CEO and the Executive Board on a monthly basis.	Business Integrity › Our Products › Our Business › Our Customers › ASOS Modern Slavery Statement ›
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary.	All members of the Executive Board participate in one of the following Fashion with Integrity governance groups and/or review monthly governance group activity: Ethical Trade, Sustainable Products, Sustainable Business, Non-stock Supplier Integrity, Diversity and Inclusion, Customer & Employee Well-being, Business Integrity.	ASOS Modern Slavery Statement ›
Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts.	The organisation's Executive Board oversees multi-disciplinary governance groups across 7 key areas of the business, each sponsored by a relevant Executive Board member. Each group comprises of senior management representatives and subject-matter experts. They report on their activities to the CEO and the Executive Board on a monthly basis.	ASOS Modern Slavery Statement ›

2. The COP describes value chain implementation

UNGC best practices	ASOS Examples	References/links
Analyse each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts.	<ul style="list-style-type: none"> Our Ethical Trade programme and standards cover ASOS Brands, non-stock suppliers and third-party brands. We have mapped and risk assessed all of our tier one ASOS Brand suppliers and are in the process of mapping tiers 2 and 3 of our supply chain. We assess risk through desk-based research, supply chain mapping and audit, as well as focused due diligence and stakeholder engagement to assess actual and potential human rights impacts. We use the Sustainable Clothing Action Plan's assessment tool to calculate ASOS Brand products' environmental footprint annually, including customer use and disposal. We have commissioned lifecycle analyses for the carbon impact of packaging types and the ASOS Magazine. We work with the Leather Working Group to map our leather supply chain. We also have programmes in place to identify and manage waste and delivery emissions impacts. 	ASOS Modern Slavery Statement › Sustainable Sourcing Programme › Sustainable Sourcing Partnerships › Packaging And Waste › Carbon And Energy ›
Communicate policies and expectations to suppliers and other relevant business partners.	<ul style="list-style-type: none"> ASOS Brand, non-stock and third-party brand suppliers are contractually required to comply with the ASOS Supplier Ethical Code, Child Labour Policy, Migrant and Contract Worker Policy, Do the Right Thing Code of Integrity ASOS Brand suppliers must also comply with: Wood and Wood Pulp Policy, ASOS Chemical policy and Restricted Substance List (RSL), ASOS Cotton Sourcing Policy All third-party brands must also declare their compliance with the ASOS Chemical Policy and RSL. Suppliers and supply chain partners are regularly engaged on these policies through training, monthly supplier newsletter, close relationship management and in country regional conferences. 	Sustainable Sourcing Programme › ASOS Modern Slavery Statement ›
Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence.	<ul style="list-style-type: none"> We have developed our own audit methodology which is designed to support and encourage transparency as well as compliance with our Supplier Ethical Code. All audits are unannounced and conducted by local audit teams. Our teams assess suppliers' ability to meet ASOS' Sourcing Standards through supply chain mapping, desk-based risk assessments, supplier scorecards, review of audits undertaken by other companies, as well as site visits by our own regional teams. 	Working With Suppliers › ASOS Modern Slavery Statement ›
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners.	<ul style="list-style-type: none"> Suppliers and supply chain partners are regularly engaged on our policies through training, monthly supplier newsletter, and close relationship management. We hold tailor made supplier conferences in our key sourcing destinations, including India, China, Eastern Europe, UK and Turkey, to address country specific endemic issues. We also participate in a number of initiatives aimed at improving ethical and sustainable supply chain practices. Follow the links for further information. 	ASOS Modern Slavery Statement › Working With Suppliers › Ethical Trade Partnerships › Sustainable Sourcing Partnerships ›

3. The COP describes robust commitments, strategies or policies in the area of human rights

UNGC best practices	ASOS Examples	References/links
Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights).	<ul style="list-style-type: none"> We continuously develop our Fashion with Integrity corporate responsibility strategy in alignment with UN Global Compact and the United Nations Guiding Principles on Business and Human Rights. Our Supplier Ethical Code is based on the Ethical Trading Initiative Base Code and International Labour Organisation's Conventions. All third-party brands sold on ASOS' websites are required to put in place an Ethical Trade Policy based on Ethical Trading Initiative Base Code. Additionally, the following codes and statements also outline our commitment to respect internationally recognised human rights: <ul style="list-style-type: none"> Child Labour Remediation and Young Worker Policy Contract and Migrant Worker Policy Modern Slavery Statement 	Reporting & Policies ›
Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company.	<p>We have integrated statements of policy expressing our commitment to respect and support human rights, which are all approved at Board level:</p> <ul style="list-style-type: none"> Supplier Ethical Code Child Labour Remediation and Young Worker Policy Contract and Migrant Worker Policy Modern Slavery Statement 	Reporting & Policies ›
Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services.	<p>We have a number of policies stipulating our human rights expectations:</p> <ul style="list-style-type: none"> Supplier Ethical Code (including for non-stock and third-party brands) Child Labour Remediation and Young Worker Policy Migrant and Contract Labour Policy Modern Slavery Statement Third-Party Brand Minimum Ethical Requirements 	Reporting & Policies ›
Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties.	Our policies and statements are all available on our public Plc website and through our employee intranet. Employees and supply chain partners are regularly engaged on these policies through training, a monthly supplier newsletter, close relationship management and in country regional conferences.	Reporting & Policies ›

4. The COP describes effective management systems to integrate the human rights principles

UNGC best practices	ASOS Examples	References/links
On-going due diligence process that includes an assessment of actual and potential human rights impacts.	<ul style="list-style-type: none"> We have seven governance groups who meet regularly to discuss progress against our FWI strategy, review risks and seek opportunities to further embed human rights principles into core business areas. Our annual corporate risk assessment process, which includes human rights, is overseen by the General Counsel and Company Secretary on behalf of the ASOS Plc Board. Our Ethical Trade team regularly conducts desk-based research, supply chain mapping and auditing, as well as focused due diligence and stakeholder engagement to assess actual and potential human rights impacts. 	Ethical Trade Programme › Performance & Commitments ›
Internal awareness-raising and training on human rights for management and employees.	<ul style="list-style-type: none"> ASOS CEO and Executive Directors are engaged in regular discussions on human rights and are involved in strategic decision making. The Ethical Trade and Non-Stock Supplier Integrity governance groups are chaired by an Executive Director and have subject matter experts and ASOS Leadership team members in attendance. They report back monthly to the Executive Board. Our directors have spent time with auditors and suppliers within factory and distribution centre environments to help them gain a better understanding of the issues these sites face. We have developed the following training and workshops: <ul style="list-style-type: none"> modern slavery training for personnel responsible for commercial relationships with suppliers business-wide training to raise awareness about the risks of modern slavery a series of supply chain mapping and subcontracting awareness workshops to train our Buying and Merchandising teams on the risks of lack of transparency. a comprehensive training programme for Buying and Merchandising teams designed to improve our purchasing practices an internal training programme for our third-party brands, Buying and Merchandising teams. nearly 100% of employees were trained in safe and legal handling of customer and employee personal data in preparation for GDPR. 	ASOS Modern Slavery Statement ›
Allocation of responsibilities and accountability for addressing human rights impacts.	<ul style="list-style-type: none"> The Chief Executive and ASOS Executive Board are responsible for ensuring ASOS meets its human rights responsibilities. They are supported by the Director of Corporate Responsibility, Sourcing Director and Head of Ethical Trade. In the last year, our head office Ethical Trade team has tripled in size, including the creation of a new team dealing with third-party brands and their human rights impacts. We are recruiting Ethical Trade Managers and team assistance based in key sourcing regions to ensure that those responsible for supporting our supply partners can build relationships with local stakeholders to help them address local risks. 	Ethical Trade Programme › ASOS Modern Slavery Statement ›
Operational-level grievance mechanisms for those potentially impacted by the company's activities.	<p>We have a number of formal and informal feedback mechanisms across our operations:</p> <ul style="list-style-type: none"> Company grievance procedure Whistleblowing helpline 'We're Listening' covering ASOS employees and contractors in ASOS premises, as well as workers in our nine largest sourcing regions; UK, China, India, Mauritius, Romania, Bulgaria, Vietnam, Cambodia and Italy. We are piloting a hotline in Turkey in Turkish and Arabic in conjunction with IndustriALL Global Union, which will provide information to workers about their rights and give them access to remedy. 	ASOS Modern Slavery Statement ›

UNGC best practices	ASOS Examples	References/links
<p>Internal decision-making, budget and oversight for effective responses to human rights impacts.</p> <p>Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to.</p>	<ul style="list-style-type: none"> • We have processes and budgets in place to respond to and remediate human rights impacts. • Depending on the severity of the impact we involve a number of key internal decision makers, including, when required, the Executive Board. • Our budget is relatively evenly split between our audit programme and 'beyond audit' initiatives, including membership of multi-stakeholder initiatives and capacity building projects to address difficult or endemic issues. • We continue to build local NGO and Trade Union partnerships in order to monitor and deliver effective remediation of adverse human rights impacts. 	<p>ASOS Modern Slavery Statement ›</p>
<p>Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action.</p>	<p>In addition to the processes and programmes already detailed, we have undertaken a range of activities to support human rights:</p> <ul style="list-style-type: none"> • We are members of Ethical Trading Initiative (ETI), an alliance of companies, NGOs and trade unions, and we have formed a critical partnership with Anti-Slavery International (ASI) for assistance in reviewing our practices to ensure they are in line with the UN Guiding Principles on Business and Human Rights. • Where relevant we encourage our third-party brands to take membership of the ETI, and draw on expertise from ASI to support them in addressing human rights challenges in their supply chains. • We are one of 19 members participating in Action Collaboration Transformation (ACT) in partnership with IndustriALL Global Union, which holds a commitment to ensure brand purchasing practices facilitate the payment of a living wage. • We have signed a Global Framework Agreement with IndustriALL, representing a strong framework for implementing freedom of association and other labour rights. • We have actively lobbied the Turkish, Mauritian and Australian governments in recognition that the risks we face may be larger than ASOS and require government engagement to achieve sustainable change. • In February 2018, we co-hosted a multi-stakeholder event in Mauritius with the British High Commission to discuss challenges in managing labour migration, and agree on a common framework for improving worker protection in Mauritius and beyond. • In March 2018, we co-hosted a brand event with Baroness Lola Young to engage brands in collectively addressing the common challenge of Modern Slavery in various sourcing origins. 	<p>Ethical Trade Partnerships › Ethicaltrade.org › ASOS Modern Slavery Statement › ASOS & Industriall › Industriall Global Framework Agreement ›</p>

5. The COP describes effective monitoring and evaluation mechanisms of human rights integration

UNGC best practices	ASOS Examples	References/links
System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain.	<ul style="list-style-type: none"> We continue to build local NGO and trade union partnerships in order to monitor the implementation and effectiveness of human rights policies. We also use our qualitative and quantitative data from audits to measure policy effectiveness and continue to prioritise programmes to improve social dialogue for workers. We use qualitative and quantitative data from public sources, and in the third-party brand Self-Assessment Questionnaire to measure policy effectiveness and brand performance. We conduct regular impact assessments and use a spread of meetings to monitor the effectiveness of our policies, implementation and strategy. 	ASOS Modern Slavery Statement ›
Monitoring drawn from internal and external feedback, including affected stakeholders.	<ul style="list-style-type: none"> The Ethical Trade and Non-Stock Supplier Integrity governance groups are chaired by an Executive Director and have subject matter experts and ASOS Leadership team members in attendance. They report back monthly to the Executive Board. We contribute to notable industry-wide reports, for example the Fashion Transparency Index and use our results and feedback to inform our strategy and programmes. We regularly engage with suppliers and third-party brands to address challenges in implementing labour standards at the factory level. We hold tailor made supplier conferences in our key sourcing destinations, including India, China, Eastern Europe, UK and Turkey, to address country specific endemic issues. For example, labour providers and human trafficking in China and refugee labour in Turkey. We have also partnered with credible international stakeholders, for example Anti-Slavery International and IndustriALL Global Union to seek further independent feedback to inform strategy. 	Fashion Transparency Index › Working With Suppliers ›
Leadership review of monitoring and improvement results.	The Executive Board oversees multi-disciplinary governance groups across 7 key areas of the business, each sponsored by a relevant board member. They report on their activities to the CEO and the Executive Board on a monthly basis.	ASOS Modern Slavery Statement ›
Process to deal with incidents the company has caused or contributed to for internal and external stakeholders.	<ul style="list-style-type: none"> We have processes and budgets in place to respond to and remediate human rights impacts. Depending on the severity of the impact we involve a number of key internal decision makers, including, when required, the Executive Board. We continue to build local NGO and Trade Union partnerships in order to monitor and deliver effective remediation of adverse human rights impacts. 	ASOS Modern Slavery Statement ›
Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights compatible, a source of continuous learning, and based on engagement and dialogue.	<p>We have a number of formal and informal feedback mechanisms in place across our operations:</p> <ul style="list-style-type: none"> Company grievance procedure Whistleblowing helpline 'We're Listening' covering ASOS employees and contractors in ASOS premises, as well as workers in our nine largest sourcing regions; UK, China, India, Mauritius, Romania, Bulgaria, Vietnam, Cambodia and Italy. We are piloting a hotline in Turkey in Turkish and Arabic in conjunction with IndustriALL Global Union, which will provide information to workers about their rights and give them access to remedy. <p>Communication Channels:</p> <ul style="list-style-type: none"> Specific pages on our 'Workplace' internal social media system for Fashion with Integrity where people can post best practice ideas or express concerns. ASOS employee forum Internal communications channels including screens, workshops, on-line videos and conferences 	ASOS Modern Slavery Statement ›

6. The COP describes robust commitments, strategies or policies in the area of labour rights

UNGC best practices	ASOS Examples	References/links
Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies.	ASOS Brand suppliers, non-stock suppliers and third-party brands are required to implement the standards set out in our ASOS Supplier Ethical Code, which is based on the principles set out in the UN Declaration of Human Rights and the ILO Labour Conventions. Our ASOS Child Labour Remediation and Young Worker Policy and our ASOS Migrant and Contract Worker Policy are also based on international law.	Reporting & Policies ›
Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organisation of the workers (international, sectoral, national).	<ul style="list-style-type: none"> We have the following labour standard policies in place: <ul style="list-style-type: none"> Supplier Ethical Code Child Labour Remediation and Young Worker Policy Migrant and Contract Labour Policy Unapproved Sub Contracting Policy We have signed a Global Framework Agreement with IndustriALL, representing a strong framework for implementing freedom of association and other labour rights. We encourage third-party brands to adopt similar policies. 	Reporting & Policies › ASOS & Industriall ›
Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners.	<p>All suppliers are contractually obliged to comply with the following policies:</p> <ul style="list-style-type: none"> Supplier Ethical Code Child Labour Remediation and Young Worker Policy Migrant and Contract Labour Policy Unapproved Sub-Contracting Policy New third-party brands are expected to declare that they will adhere to our policies or adopt similar ones of their own. 	Reporting & Policies ›
Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation Examples: Inclusion of vulnerable/ discriminated groups in the workforce (e.g., women, disabled, migrant, HIV/ AIDS, older/younger workers); equal pay for work of equal value; contribution to national strategies to eliminate child/forced labour, etc.	<ul style="list-style-type: none"> ASOS has signed a Global Framework Agreement with IndustriALL and is a signatory of the UN's Women's Empowerment Principles to advance and empower women in the workplace and community. Our Supplier Ethical Code details specific commitments and Human Resources policies and every supplier must comply with the policy ASOS All In employee Diversity and Inclusion strategy has 4 focus groups to promote equality ASOS Our Customer FWI Pillar focusses on Celebrating Diversity, with particular emphasis on disability, LGBTQ+ and gender equality. ASOS Foundation partners with charities in the UK, India and rural Kenya on programmes to remove barriers to employment. 	ASOS & IndustriALL › Reporting & Policies › ASOS Modern Slavery Statement ›
Participation and leadership in wider efforts by employers' organisations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business - trade union - government).	<p>We participate in a number of initiatives to collaboratively address labour standard challenges:</p> <ul style="list-style-type: none"> We are members of ETI, an alliance of companies, NGOs and trade unions, and we have formed a critical partnership with Anti-Slavery International for assistance in reviewing our practices to ensure they are in line with the UN Guiding Principles on Business and Human Rights. We are one of 19 members participating in ACT in partnership with IndustriALL Global Union, which holds a commitment to ensure brand purchasing practices facilitate the payment of a living wage. We have signed a Global Framework Agreement with IndustriALL, representing a strong framework for implementing freedom of association and other labour rights. We have actively lobbied the Turkish, Mauritian and Australian governments in recognition that the risks we face may be larger than ASOS and require government engagement to achieve sustainable change. In February 2018, we co-hosted a multi-stakeholder event in Mauritius with the British High Commission to discuss challenges in managing labour migration, and agree on a common framework for improving worker protection in Mauritius and beyond. 	Ethical Trade Partnerships › Ethicaltrade.org › ASOS Modern Slavery Statement › ASOS & IndustriALL ›
Structural engagement with a global union, possibly via a Global Framework Agreement.	We have signed a Global Framework Agreement with IndustriALL, representing a strong framework for implementing freedom of association and other labour rights.	ASOS & IndustriALL ›

7. The COP describes effective management systems to integrate the labour principles

UNGC best practices	ASOS Examples	References/links
Risk and impact assessments in the area of labour.	<ul style="list-style-type: none"> We have developed our own audit methodology which is designed to support and encourage transparency as well as compliance with our Supplier Ethical Code to uphold human rights. All audits are unannounced and conducted by local audit teams. We also conduct desk-based risk assessments and supply chain mapping with tier 1 mapped 100%, and tiers 2 and 3 to be completed this year. We regularly engage with international and local stakeholders to gain a better understanding of our impacts on labour and human rights in our countries of operations. We contribute to notable industry-wide reports, for example the Fashion Transparency Index, and use our results and feedback to inform our strategy and programmes. We have launched a new third-party branded strategy in January 2018 which seeks to engage and support all our brands to assess their own supply chain impacts. As ETI members, we participate in a number of ETI working groups to address specific issues in collaboration with a range of relevant stakeholders. 	Ethical Trade Programme › ASOS Modern Slavery Statement › Ethical Trade Partnerships › Fashion Transparency Index ›
Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards.	<ul style="list-style-type: none"> We have signed a Global Framework Agreement with IndustriALL, representing a strong framework for implementing freedom of association and other labour rights. We collaborate with trade unions through the ETI and ACT, and build local trade union partnerships in order to review progress in addressing labour standards. Our regional teams and local Ethical Trade Managers facilitate in country development of relationships with relevant stakeholders and parties e.g. trade unions and worker representative organisations. 	ASOS & IndustriALL › Ethical Trade Partnerships ›
Allocation of responsibilities and accountability within the organisation.	<ul style="list-style-type: none"> The Chief Executive and ASOS Executive Board are responsible for ensuring ASOS meets its human rights responsibilities. They are supported by the Director of Corporate Responsibility, Sourcing Director and Head of Ethical Trade. We've expanded our Ethical Trade team both at head office and in our key sourcing regions. In the last year, our head office team has tripled in size. We are also directly recruiting Ethical Trade Managers and team assistance based in key sourcing regions. A Senior Ethical Trade Manager is responsible for third-party brands who sell on ASOS. 	Ethical Trade Programme › ASOS Modern Slavery Statement ›
Internal awareness-raising and training on the labour principles for management and employees.	<ul style="list-style-type: none"> The Ethical Trade and Non-Stock Supplier Integrity governance groups are chaired by Executive Directors and include subject matter experts and ASOS Leadership team members. They report back monthly to the Executive Board. Our directors have spent time with auditors and suppliers within factory and distribution centre environments to help them gain a better understanding of the issues these sites face. We have developed the following training and workshops: <ul style="list-style-type: none"> modern slavery training for personnel responsible for commercial relationships with suppliers business-wide training to raise awareness about the risks of modern slavery a series of supply chain mapping and subcontracting awareness workshops to train our Buying and Merchandising teams on the risks of lack of transparency. a comprehensive training programme for Buying and Merchandising teams designed to improve our purchasing practices an internal training programme for our third-party brands, Buying and Merchandising teams. 	ASOS Modern Slavery Statement ›

UNGC best practices	ASOS Examples	References/links
Active engagement with suppliers to address labour-related challenges.	<ul style="list-style-type: none"> • We regularly engage with suppliers to address challenges in implementing labour standards at the factory level. • We hold tailor made supplier conferences in our key sourcing destinations, including India, China, Eastern Europe, UK and Turkey, to address country specific endemic issues. For example, labour providers and human trafficking in China and refugee labour in Turkey. 	Working With Suppliers ›
Grievance mechanisms, communication channels and other procedures (e.g., whistle-blower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organisation of workers.	<p>We have a number of formal and informal feedback mechanisms in place across our operations:</p> <ul style="list-style-type: none"> • Company grievance procedure • Whistleblowing helpline 'We're Listening' covering ASOS employees and contractors in ASOS premises, as well as workers in our nine largest sourcing regions; UK, China, India, Mauritius, Romania, Bulgaria, Vietnam, Cambodia and Italy. • We are piloting a hotline in Turkey in Turkish and Arabic in conjunction with IndustriAll Global Union, which will provide information to workers about their rights and give them access to remedy. <p>Communication channels:</p> <ul style="list-style-type: none"> • Specific pages on our 'Workplace' internal social media system for Fashion with Integrity where people can post best practice ideas or express concerns. • ASOS employee forum • Internal communications channels including screens, workshops, on-line videos and conferences 	ASOS Modern Slavery Statement ›

8. The COP describes effective monitoring and evaluation mechanisms of labour principles integration

UNGC best practices	ASOS Examples	References/links
System to track and measure performance based on standardized performance metrics.	<ul style="list-style-type: none"> We monitor and report on our suppliers' ethical trade performance through an internal database that captures all our audit data. We report key performance indicators to Retail management on a monthly basis. The Ethical Trade and Non-Stock Supplier Integrity governance groups report back monthly to the Executive Board on progress made against targets. 	ASOS Modern Slavery Statement ›
Dialogues with the representative organisation of workers to regularly review progress made and jointly identify priorities for the future.	<ul style="list-style-type: none"> We have signed a Global Framework Agreement with IndustriALL, representing a strong framework for implementing freedom of association and other labour rights. Together with IndustriALL, we are developing methodologies to assess the impact of purchasing practices on workers; implement confidential worker hotlines to ensure workers have access to remedy; and roll out a training programme for workers, factory managers, and suppliers. We collaborate with trade unions through the ETI and ACT, and build local trade union partnerships in order to review progress in addressing labour standards and jointly identify priorities for the future. Our regional teams and local Ethical Trade Managers facilitate in country development of relationships with relevant stakeholders and parties e.g. trade unions and worker representative organisations. 	Ethical Trade Partnerships ›
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards.	We have developed our own audit methodology which is designed to support and encourage transparency as well as compliance with our Supplier Ethical Code to uphold human rights. All audits are unannounced and conducted by local audit teams. Our approach to risk assessment comprises of desk-based research, supply chain mapping and audit, as well as focused due diligence and stakeholder engagement to assess actual and potential human rights impacts.	Working With Suppliers › ASOS Modern Slavery Statement ›
Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices.	<ul style="list-style-type: none"> As part of the 'Fast Forward' programme, we invite all our UK suppliers to participate in a workshop that sets out our Ethical Standards and processes that suppliers can use to achieve them. We offer in-factory support to improve ethical performance between audits. We are committed to building long-term relationships with suppliers and will continue to place business with factories as long as they show a willingness to improve. We hold tailor made supplier conferences in our key sourcing destinations, including India, China, Eastern Europe, UK and Turkey, to address country specific endemic issues. For example, labour providers and human trafficking in China and refugee labour in Turkey. We also distribute monthly communications to maintain supplier engagement. We are members of ETI, an alliance of companies, NGOs and trade unions, and we have formed a critical partnership with Anti-Slavery International for assistance in reviewing our practices to ensure they are in line with the UN Guiding Principles on Business and Human Rights. 	Working With Suppliers › ASOS Modern Slavery Statement ›

9. The COP describes robust commitments, strategies or policies in the area of environmental stewardship

UNGC best practices	ASOS Examples	References/links
Written company policy on environmental stewardship.	We have a publicly available Environment Policy.	Reporting & Policies ›
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners.	<ul style="list-style-type: none"> All suppliers must comply with the ASOS Supplier Ethical Code which includes a section on relevant laws and regulations regarding the protection and preservation of the environment. In addition suppliers are required to assess and manage the following areas: waste management, energy and water reduction and hazardous substances Suppliers must also comply with our: <ul style="list-style-type: none"> Wood and Wood Pulp Policy which requires suppliers to not use cellulosic fibres and to prioritise recycled or third party certified paper or wood. ASOS Chemical policy and Restricted Substance List (RSL), acknowledging compliance to global chemical legislations. ASOS Cotton Sourcing Policy which requires suppliers ensure that they do not source cotton from Uzbekistan and Turkmenistan. All third-party brands must also declare their compliance with the ASOS Chemical Policy and RSL. 	Reporting & Policies › Sustainable Sourcing Programme ›
Specific commitments and goals for specified years.	<p>Follow the link for 2016 - 2017 commitments.</p> <p>Additional 2018 commitments include:</p> <ul style="list-style-type: none"> Identify closed loop alternatives to current plastic mailing packaging such a reusable packaging and introduction of post-consumer recycled content Identify ways to reduce plastic use through for example the introduction of thinner mailing bags Develop carbon reduction roadmaps for all carriers as part of the Responsible Carrier strategy Identify opportunities for reducing waste from ASOS premises (energy waste and material waste) through the Space 2020 programme including eliminating single-use plastics from ASOS offices Increase transparency of climate change impacts by improving GHG gas measurement scope and methodology Reduce the carbon and water footprint of our clothing by 15% 2020. Source 80% more sustainable cotton in 2018, 95% by 2020 and 100% by 2025. Increase our use of recycled fibres, more sustainable viscose, and water based PU. Ensure 100% of our cellulosic fibres do not come from ancient or endangered forests as part of our wood and wood pulp policy by the end of 2017 Increase the volume of leather we source from Leather Working Group tanneries year on year By 2020 we will develop a customer take-back scheme in the UK and Germany to increase garment collection and aid our circularity ambitions By 2020 we will train all our design teams on circular design techniques and best-practice By 2020, we will train all our relevant product teams on circular principles and best-practice for packaging 200 ASOS employees to complete the 'Sustainable Leaders at ASOS' training programme in 2018 We have also begun to communicate our sustainable fibre targets to our third-party brand partners, helping them to start switching to more sustainable fibres themselves. 	Performance & Commitments › Reporting & Policies ›

10. The COP describes effective management systems to integrate the environmental principle

UNGC best practices	ASOS Examples	References/links
Environmental risk and impact assessments.	<p>We have undertaken the following risk and impact assessments:</p> <ul style="list-style-type: none"> • Renewable energy generation at ASOS' new warehouse • GHG emissions due to inbound and inter warehouse stock movements, in addition to deliveries/returns to/from customers • Online supplier environmental assessments • Supplier sustainability scorecards for our top 50 suppliers • Tanneries assessments in the Kanpur region • Wet processes impacts benchmarking with Made-By for denim • Third-party assessments on the impacts of ASOS clothing take back schemes • Compliance monitoring to our RSL through our chemical surveillance due-diligence testing 	Carbon & Energy › Sustainable Sourcing Programme › Sustainable Sourcing Partnerships ›
Assessments of lifecycle impact of products, ensuring environmentally sound management policies.	<ul style="list-style-type: none"> • We use the Sustainable Clothing Action Plan's assessment tool to calculate ASOS Brands products' environmental footprint annually, including customer use and disposal. • We have commissioned lifecycle analyses for the carbon impact of packaging types and the ASOS Magazine. 	Sustainable Sourcing Programme › Sustainable Sourcing Partnerships ›
Allocation of responsibilities and accountability within the organisation.	<ul style="list-style-type: none"> • The CEO and ASOS Executive Board are responsible for ensuring ASOS' Fashion with Integrity strategy is embedded throughout the business. • Our Sustainable Business, Sustainable Products and Non-Stock Supplier Integrity governance groups are each chaired by an Executive Director and include subject matter experts and ASOS Leadership team members. The groups report back monthly to the Executive Board. 	ASOS Modern Slavery Statement ›
Internal awareness-raising and training on environmental stewardship for management and employees.	<p>We run a number of awareness raising and training events for employees:</p> <ul style="list-style-type: none"> • Fashion with Integrity workplace groups • 50+ sustainability ambassadors across 3 premises drive behavioural change in relation to internal waste i.e. reduce energy waste, increase recycling rates • A plastic packaging take-back scheme for staff to close the loop on packaging used for staff orders • Participation in working groups looking at changes to the business. • Developing sustainability ambassadors: 150 retail team colleagues completed the Sustainable Fashion Academy. • Hosting sustainability and REACH working groups across technical teams • Attending buying teams' strategy days. • Online training available to all colleagues on the importance of chemical testing • Presented our environmental strategy in all key markets at our supplier conference. • Launched a sourcing supplier newsletter which includes sustainable innovations • Sustainability Scorecard for suppliers • Fibre workshops for ASOS Brands and third- party brands' buyers • 100 people trained by Made-By on sustainable fibre alternative and fibre benchmarking • Guidance to all brands sold through ASOS.com on chemical management and restricted substances • Engaging brands and retail teams on chemical compliance and management through workshops • Online training on animal welfare, chemical management, circular fashion and sustainable raw materials • Working with a third party to develop a bespoke circular design training programme for our retail teams 	Sustainable Sourcing Programme › Sustainable Sourcing Partnerships ›
Grievance mechanisms, communication channels and other procedures (e.g. whistle-blower mechanisms) for reporting concerns or seeking advice regarding environmental impacts.	<p>We have the following mechanisms in place:</p> <ul style="list-style-type: none"> • Company grievance procedure • Whistleblowing hotline for employees and contractors in ASOS premises, as well as workers in our nine largest sourcing regions; UK, China, India, Mauritius, Romania, Bulgaria, Vietnam, Cambodia and Italy. <p>Communication channels:</p> <ul style="list-style-type: none"> • Specific pages on our 'Workplace' internal social media system for Fashion with Integrity where people can post best practice ideas or express concerns. • ASOS employee forum • Internal communications channels including screens, workshops, on-line videos and conferences 	ASOS Modern Slavery Statement ›

11. The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

UNGC best practices	ASOS Examples	References/links
System to track and measure performance based on standardized performance metrics.	<p>We use a number of systems to track our environmental performance:</p> <ul style="list-style-type: none"> • Supplier sustainability scorecards • Sustainable Apparel Coalition's Higg Index to help us identify where we can make improvements and our suppliers can make improvements in the sustainability performance of our supply chain. • Wet processing benchmarking tool for denim • SCAP's assessment tool to calculate ASOS Brands products' environmental footprint. • Made-By cotton tracker to verify our sourcing of more sustainable cotton including BCI, CmiA, recycled cotton and organic. • Interlink to evaluate suppliers' chemical compliance • Internal product attributes • Annual carbon emissions report for operations • Monthly tracking and benchmarking of carbon dioxide emissions from delivery partners 	Sustainable Sourcing Programme › Sustainable Sourcing Partnerships › Reporting & Policies ›
Leadership review of monitoring and improvement results.	<ul style="list-style-type: none"> • The Executive Board and CEO review all aspects of ASOS' corporate responsibility performance, including the environment. • Our Sustainable Business, Sustainable Products and Non-Stock Supplier Integrity governance groups are chaired by an Executive Director and include subject matter experts and ASOS Leadership team members. The group reports back monthly to the Executive Board. 	ASOS Modern Slavery Statement ›
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain.	<ul style="list-style-type: none"> • We ask all new suppliers to provide information on their environmental and sustainability policies. • We have undertaken desktop environmental assessment to benchmark our top 100 non-stock suppliers and are using this information to develop supplier sustainability scorecards. • We have piloted introducing environmental criteria into procurement requests for proposal for facilities suppliers • We work with the Leather Working Group to map our leather supply chain. • We use Sustainable Apparel Coalition's Higg Index to help us identify where we can make improvements in the sustainability performance of our supply chain. 	Sustainable Sourcing Programme › Sustainable Sourcing Partnerships ›

12. The COP describes robust commitments, strategies or policies in the area of anti-corruption

UNGC best practices	ASOS Examples	References/links
Publicly stated formal policy of zero-tolerance of corruption.	<ul style="list-style-type: none"> • We have a Business Integrity Code, Do the Right Thing. It is not currently publicly available. • Supplier Ethical Code 	Business Integrity ›
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes.	<ul style="list-style-type: none"> • The following ASOS codes include commitments to be in compliance with relevant anti-corruption laws: • ASOS Do the Right Thing - Code of Integrity • Supplier Ethical Code 	Reporting & Policies › Business Integrity ›
Detailed policies for high-risk areas of corruption.	We have an ASOS Group Tax Strategy.	ASOS Group Tax Strategy ›
Policy on anti-corruption regarding business partners.	All suppliers and third-party brands are contractually obliged to comply with the Do the Right Thing - Code of Integrity and the Supplier Ethical Code.	Reporting & Policies ›

13: The COP describes effective management systems to integrate the anti-corruption principle

UNGC best practices	ASOS Examples	References/links
Support by the organisation's leadership for anti-corruption.	<ul style="list-style-type: none"> The Executive Board are responsible for periodically reviewing, updating as appropriate and approving the 'Do the Right Thing' code of integrity. The Audit Committee receives regular reports on the operation of the 'Gifts & Hospitality' policy. Our Business Integrity governance group is chaired by an Executive Director and has subject matter experts and ASOS Leadership team members in attendance. The group reports back monthly to the Executive Board. 	Business Integrity >
Carrying out risk assessment of potential areas of corruption.	Business Assurance facilitates the quarterly risk review process across all business areas which is then reviewed by the Risk and Audit Committee.	
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees.	<ul style="list-style-type: none"> All new employees are trained on 'Do the Right Thing' code and Gifts & Hospitality policy. We send out regular internal communications to employees on business integrity issues. 	Business Integrity >
Actions taken to encourage business partners to implement anti-corruption commitments.	<ul style="list-style-type: none"> All suppliers and third-party brands are contractually obliged to comply with Do the Right Thing - Code of Integrity and Supplier Ethical Code We run annual supplier training workshops which cover anti-corruption 	Business Integrity > Working With Suppliers >
Management responsibility and accountability for implementation of the anti-corruption commitment or policy.	ASOS' General Counsel & Company Secretary is responsible for running our anti-corruption programme.	Business Integrity >
Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice.	<p>We have the following mechanisms in place:</p> <ul style="list-style-type: none"> Company grievance procedure Whistleblowing hotline for employees and contractors in ASOS premises, as well as workers in our nine largest sourcing regions; UK, China, India, Mauritius, Romania, Bulgaria, Vietnam, Cambodia and Italy. Our General Counsel & Company Secretary is responsible for directing and resolving issues as appropriate Our Board level Audit Committee ensures whistleblowing arrangements are in place <p>Communication channels:</p> <ul style="list-style-type: none"> Specific pages on our 'Workplace' internal social media system for Fashion with Integrity where people can post best practice ideas or express concerns. ASOS employee forum Internal communications channels including screens, workshops, on-line videos and conferences 	ASOS Modern Slavery Statement > Business Integrity >
Internal accounting and auditing procedures related to anticorruption.	<ul style="list-style-type: none"> Deloitte completes an internal audit of our business annually which includes a review of our anti-bribery and corruption measures. 	

14. The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

UNGC best practices	ASOS Examples	References/links
Leadership review of monitoring and improvement results.	<ul style="list-style-type: none"> The Executive Board reviews ASOS' corporate responsibility performance, including business integrity. The Audit Committee receives regular reports on the operation of the 'Gifts & Hospitality' policy. Our Business Integrity governance group is chaired by an Executive Director and includes subject matter experts and ASOS Leadership team members. The group reports back monthly to the Executive Board 	ASOS Annual Report ›
Process to deal with incidents.	We have a crisis management communication tool in place across all of our global sites.	
Use of independent external assurance of anti-corruption programmes.	Deloitte completes an internal audit of our business annually which includes a review of our anti-bribery and corruption measures.	

15. The COP describes core business contributions to UN goals and issues

UNGC best practices	ASOS Examples	References/links
Align core business strategy with one or more relevant UN goals/issues.	The four pillars of our FWI strategy, Our Products, Our Business, Our Customers and Our Community and the programmes of the ASOS Foundation all align with one or more of the SDGs. See below for examples.	Our Products › Our Customers › Our Community ›
Develop relevant products and services or design business models that contribute to UN goals/issues.	<p>Some examples of the products and services we have developed include:</p> <p>ASOS Made in Kenya collections: manufactured by SOKO, a Kenyan clothing workshop that provides fair and safe employment and training for some of the country's poorest communities.</p> <p>Eco Edit: is a curated destination within the ASOS.com website where customers can buy pioneering sustainable fashion, beauty and jewellery goods.</p> <p>Materials strategy: designed to reduce the carbon and water footprint of our clothing ranges by 15% by 2020.</p> <p>Sourcing strategy: we will only work with suppliers who are committed to helping us achieve our ethical and sustainable sourcing goals.</p> <p>Sizing strategy: we offer fashion in over 30 different sizes for a wide range of body shapes, including petite, curve and tall collections.</p> <p>Celebrating Diversity Programme:</p> <ul style="list-style-type: none"> One of the aims of this programme is to improve access to our products and services and create opportunities for young people living with disabilities. ASOS x GLAAD collaboration raises awareness and funds for the Together Movement, supporting communities subject to discrimination. Through our membership of the Stonewall Global Diversity Champions programme we are working to improve business practices for LGBTQ+ employees, customers and suppliers/third-parties 	Sustainable Sourcing Programme › Eco Edit › Ethical Trade Programme › Positive Body Image › Focus on Disability ›

16. The COP describes strategic social investments and philanthropy

UNGC best practices	ASOS Examples	References/links
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy.	<p>As part of our FWI strategy we invest in a range of social programmes:</p> <p>Our Products: We invest in a number of projects in our key sourcing countries to better understand the reasons behind poor labour practices and to ultimately create long-term improvements in workers' lives.</p> <p>Our Customers:</p> <ul style="list-style-type: none"> Our 'Celebrating Diversity' disability programme aims to create opportunities for young people living with disabilities. We also fund resources aimed at providing a safe environment for young people to discuss body image issues. ASOS x GLAAD collaboration raises awareness and funds for the Together Movement supporting communities subject to discrimination. <p>Our Community: The aim of our community programmes is to provide opportunities to inspire, support and train young people, while removing the barriers that stop them from reaching their potential.</p> <p>Our Business: We offset the carbon emissions from employee business travel and data centres in a number of projects designed to create positive social as well as environmental impacts.</p> <p>The ASOS Foundation also provides infrastructure, training and support to enable disadvantaged young adults reach their potential, through focused projects in the UK, India and Kenya.</p>	<p>Ethical Trade Partnerships ›</p> <p>Positive Body Image ›</p> <p>Focus on Disability ›</p> <p>Community Programmes ›</p> <p>ASOS Foundation ›</p>
Coordinate efforts with other organisations and initiatives to amplify - and not negate or unnecessarily duplicate - the efforts of other contributors.	We partner with a number of organisations and cross industry initiatives to deliver the Fashion with Integrity and ASOS Foundation programmes outlined above. Follow the links for more information.	<p>Ethical Trade partnerships ›</p> <p>Positive Body Image ›</p> <p>Focus on Disability ›</p> <p>Community Programmes ›</p> <p>ASOS Foundation ›</p>

17. The COP describes advocacy and public policy engagement

UNGC best practices	ASOS Examples	References/links
Publicly advocate the importance of action in relation to one or more UN goals/issues.	<p>Over the last year we have:</p> <ul style="list-style-type: none"> Signed the UN Women's Empowerment Principles Publicly supported UN Women's #drawaline campaign to end violence against women and girls Signed the Time to Change Pledge to end mental health discrimination Signed the Global Fashion Agenda 2020 Circular Fashion System Commitment Signed a Global Framework Agreement with IndustriALL Global trade union 	<p>ASOS 2020 Circular Fashion System commitment ›</p> <p>IndustryALL Global Framework Agreement ›</p>
Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues.	Senior leaders in the business participate in government roundtables and conferences on industry related issues such as modern slavery and the circular fashion economy.	ASOS Modern Slavery Statement ›

18. The COP describes partnerships and collective action

UNGC best practices	ASOS Examples	References/links
Develop and implement partnership projects with public or private organisations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy.	We partner with a number of organisations and cross industry initiatives to deliver the Fashion with Integrity and ASOS Foundation programmes. Follow the links for more information.	Ethical Trade Partnerships › Sustainable Sourcing Partnerships › Positive Body Image › Focus On Disability › Community Programmes › ASOS Foundation ›
Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain.	See above.	See above.

19. The COP describes CEO commitment and leadership

UNGC best practices	ASOS Examples	References/links
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact.	Over the last year, ASOS CEO Nick Beighton has: <ul style="list-style-type: none"> Presented on Modern Slavery at the House of Lords Signed the Women's Empowerment Principles Publicly supported UN Women's #drawaline campaign to end violence against women and girls Signed the Time to Change Pledge to end mental health discrimination Signed a Global Framework Agreement with IndustriALL 	IndustryALL Global Framework Agreement ›
CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards.	See above.	See above.
CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation.	The CEO and Executive Board are responsible for ensuring FWI is embedded throughout the business.	ASOS Modern Slavery Statement ›

20. The COP describes Board adoption and oversight

UNGC best practices	ASOS Examples	References/links
Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance.	The CEO and Executive Board are responsible for ensuring FWI is embedded throughout the business.	ASOS Modern Slavery Statement ›
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	To support the Executive Board in embedding FWI throughout the business, we have established seven governance groups who meet regularly to discuss progress against FWI strategy. Each group is chaired by an Executive Board member and comprises of senior management representatives and subject matter experts.	ASOS Modern Slavery Statement ›
Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress).	The Executive Board signs off the Corporate Responsibility section of our Annual Report and formally approves ASOS' Modern Slavery Statement.	ASOS Annual Report › ASOS Modern Slavery Statement ›

21. The COP describes stakeholder engagement

UNGC best practices	ASOS Examples	References/links
Define sustainability strategies, goals and policies in consultation with key stakeholders.	We regularly consult with stakeholders on the development of key corporate responsibility strategies and policies. Some examples include: <ul style="list-style-type: none"> Engaging international NGO, Anti-Slavery International to be our 'critical friend' and advise us on modern slavery risks in our supply chain. Signing a Global Framework Agreement with IndustriALL to help strengthen the implementation of international labour standards across our supply chain. 	Stakeholder Engagement › ASOS Modern Slavery Statement › ASOS & IndustriALL ›
Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance.	We seek to incorporate the views of key stakeholders when designing and reviewing our social programmes. Follow the links for further information.	Stakeholder Engagement › ASOS Modern Slavery Statement ›
Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'.	We have a number of channels in place to engage with key stakeholders: <ul style="list-style-type: none"> Company grievance procedure Whistleblowing hotline for employees and contractors in ASOS premises, as well as workers in our nine largest sourcing regions Executive Board members regularly discuss issues relating to values, ethics and any employee can raise an issue or comment publicly. Specific pages on our 'Workplace' internal social media system for Fashion with Integrity where people can post best practice ideas or express concerns. ASOS Assembles: regular strategy sessions where employees can anonymously text questions to be discussed by senior management 'live' 	ASOS Modern Slavery Statement ›