

FARFETCH

VENDOR CODE OF CONDUCT

We're proud to have a thriving international presence, operating in multiple regions and jurisdictions in full compliance with global legislation.

The policy laid out here is intended as a set of guiding principles to help you as you work, whether you're a full or part-time Farfetcher.

For additional information on this policy, please contact the compliance@farfetch.com.

WHAT IS THIS POLICY ABOUT?

Farfetch Limited and all its subsidiaries ("Farfetch") are committed to fair and honest business practices. This Supplier Code of Conduct outlines the main principles Farfetch adheres to and expects all its business partners providing goods or services to Farfetch to comply with. We also believe that it's the responsibility of our direct business partners to ensure that their sub-contractors and suppliers do business with the highest business and ethical standards.

Farfetch reserves the right to immediately terminate any and all agreements with any business partner that fails to comply with any of the provisions of this Code.

HUMAN PRINCIPLES

A. HUMAN RIGHTS

Farfetch is committed to upholding universal human rights. Farfetch prohibits the following practices and will not knowingly do business with any individual or company that participates in the following practices:

- Exploitation of children, including child labour;
- Physical punishment and all forms of human abuse;
- Forced or compulsory labour;
- Unlawful discrimination in employment and occupation.

Farfetch encourages its business partners to adhere to the principles above.

B. MODERN SLAVERY

Farfetch has a zero-tolerance approach to any form of slavery. We expect our suppliers to comply with the requirements set out in this Code related to human and labour rights.

C. ANTI-HARASSMENT AND ANTI-DISCRIMINATION

Farfetch strives for its workplace to be inclusive and free of discrimination and harassment based on sex, race, ethnicity, religion or belief, disability, age, gender, ancestry, sexual orientation, disability, veteran status, marriage and civil partnership, pregnancy and maternity, or any other basis prohibited by applicable law. Farfetch suppliers must not discriminate of any of the above.

LABOUR PRINCIPLES

A. CHILD LABOUR

Farfetch prohibits employment of children in any form. Suppliers shall not employ anyone under the local legal age limit or the age of 15, whichever is greater, to produce goods or perform services for Farfetch. Any employment of minors must be in a strict compliance with all applicable laws and regulations.

B. FORCED LABOUR

Farfetch prohibits any form of forced or prison labour. Under no circumstances may Farfetch partners use forced labour or work with any individual or a company that uses forced labour.

C. WORKING CONDITIONS

Farfetch business partners must provide and maintain healthy working conditions, in particular ensuring, as far as reasonably practicable, that:

- Workplaces are kept in clean and safe conditions;
- Work equipment is provided and maintained in safe conditions;
- Working places are safe.

D. WAGES AND HOURS

Farfetch business partners must ensure that their employees are paid in a timely manner in accordance with applicable laws and regulations. Working hours and overtime payment must be set up in full accordance with applicable laws and regulations. Farfetch encourages its business partners to limit overtime as much as possible.

ENVIRONMENTAL PRINCIPLES

Farfetch business partners must conduct their business in accordance with applicable laws and regulation related to the environment protection.

COMPLIANCE PRINCIPLES

A. LAWS AND REGULATIONS

Farfetch business partners must always act in compliance with all applicable laws and regulations as well as applicable industry standards.

B. ANTI-BRIBERY AND ANTI-HARASSMENT

Farfetch business partners must act in accordance with applicable anti-bribery and anti-corruption laws and regulations, including FCPA and UKBA. Under no circumstances may business partners engage in any kind of corrupt practices, whether it's public or commercial bribery. All business partners' corporate records must be transparent and accurate.

C. TRADE CONTROLS

Farfetch business partners must comply with all applicable laws, statutes, regulations, binding conventions and codes relating to customs, export controls, anti-boycott, and economic and financial sanctions laws and regulations, including economic and financial sanctions and trade embargoes imposed, administered, or enforced from time to time by (a) the U.S. government, the U.S. Department of Commerce, or the U.S. Department of State, or (b) by any United Nations Body, the European Union, any European Union member state or Her Majesty's Treasury of the United Kingdom.

OUTSOURCED SERVICE PROVIDERS

Should the business partner act as an Outsourced Service Provider, it must comply with this clause.

Business partners shall establish a reasonable and effective internal controls system. Business partners must provide services to Farfetch in accordance with the contract concluded and applicable regulations, including International Standard on Assurance Engagements (ISAE) No. 3402.

REPORTING VIOLATIONS

Should the business partner become aware of any actual or potential violation of this Code or any other unethical situation, they are encouraged to report to Farfetch at compliance@farfetch.com.