CTSC Disclosure

Nordstrom and its subsidiaries expect all of its business suppliers to comply with the applicable laws and regulations of the United States and those of the respective country of manufacture or exportation. Nordstrom will not conduct business with any factory that uses involuntary labor of any kind; including prison labor, indentured labor, bonded labor or labor obtained through human trafficking or slavery. Pursuant to the California Transparency in Supply Chains Act (2012), below you will find disclosure of the efforts Nordstrom is taking to eradicate slavery and human trafficking from our direct supply chain.

Engagement in verification of product supply chains to evaluate and address risks of human trafficking and slavery.

Nordstrom's Internal Audit Department conducts risk assessments through internal audits to identify areas of potential risk in Nordstrom’s direct supply chain. When potential risks are identified, a course of action is determined to best address them. The risk assessment includes additional focus on monitoring for human trafficking and slavery risks within the supply chain.

Auditing of suppliers to evaluate compliance with company standards for trafficking and slavery in supply chains.

New suppliers that produce Nordstrom private-label goods agree to adhere to the Nordstrom Partnership Guidelines through confirmation and acknowledgement exercises. Also, Nordstrom audits and monitors existing suppliers that produce Nordstrom private-label goods against the Nordstrom Partnership Guidelines and the suppliers' country labor laws through independent third party monitoring companies that conduct both unannounced and announced audits. In addition, for all suppliers, Purchase Order Terms and Agreements include statements regarding compliance standards against trafficking and slavery practices. By acceptance of each and every Purchase Order, our suppliers are confirming their understanding and agreement to the compliance standards.

Compliance with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

All Nordstrom suppliers agree to adhere to the Nordstrom Partnership Guidelines, which include language regarding human trafficking and slavery. The Nordstrom Partnership Guidelines incorporate local laws and are based upon international standards, such as International Labor
Organization (ILO) and United Nations (UN) regulations. The Nordstrom Partnership Guidelines specifically state that all suppliers must adhere to both the guidelines and country labor laws, whichever are stricter. Nordstrom private label specifically monitors for forced labor in our preproduction assessment of all vendor partner factories. If there are any findings, we end any relationship or potential relationship with the supplier. Nordstrom also includes similar requirements in its Purchase Order Terms and Conditions, Buying Agent Agreements and other service agreements. Nordstrom sends periodic communications to suppliers making them aware of new laws or revisions to existing laws as appropriate, and posts relevant communications on the Nordstromsupplier.com website, which all suppliers have access to review.

**Maintenance of internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.**

Nordstrom expects all employees and contractors to adhere to a Code of Conduct, which includes information related to our hiring practices. Human Resources is responsible for ensuring that all employees are aware of and adhere to the Code of Conduct, and addresses any incidences where an employee or contractor does not do so.

**Training on human trafficking and slavery for company employees and management who have direct responsibility for supply chain management.**

All Nordstrom employees responsible for supply-chain-related decisions are required to complete a training and assessment that ensures their knowledge of identifying and addressing human trafficking and slavery in Nordstrom direct supply chains. Further, Nordstrom conducts focused employee education in order to mitigate labor and compliance risks within our direct supply chain and will continue to raise their awareness of this issue through regular trainings, information posted on the company's internal websites and communications sent to employees.

- United Kingdom

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