

FARFETCH

ANTI-HARASSMENT AND ANTI-DISCRIMINATION STATEMENT

WHY IS IT IMPORTANT?

At FARFETCH, we are dedicated to making sure that all Farfetchers feel welcomed, safe and respected at work, including work related events during or outside work hours, in alignment with our Code of Conduct and FARFETCH values.

WHAT IS THIS STATEMENT ABOUT?

This statement is our global stance on harassment and discrimination in the workplace and at work related events. This statement applies to all Farfetchers (whether full-time, part-time or in senior leadership and including employees at all business units), contractors and consultants, third parties, suppliers, and customers (“Covered Persons”).

The conduct prohibited by this statement is not limited to behaviour that happens at the physical workplace, but rather, includes any behaviour that has an impact on the workplace. This policy applies while traveling for business, attending a FARFETCH sponsored event, socializing with Covered Persons outside of the physical workplace and communicating via calls, texts, emails, blog posts, or other social media with or about other Covered Persons.

What is discrimination?

Discrimination is less favourable treatment based on any legally protected characteristic (which may be defined differently in each region), including but not limited to sex, race (including traits historically associated with race, including, but not limited to, hair texture and protective hairstyles), ethnicity, religion or belief, age, gender identity, gender transition, ancestry, sexual orientation, military or veteran status, marriage and civil partnership, pregnancy and maternity,, national origin, citizenship, disability (including certain medical conditions), genetic information, or any other basis protected by applicable law.

What is harassment?

Harassment is unwanted conduct related to any legally protected characteristics, as set forth above, with the intention of (or reasonably resulting in) violating an individual’s dignity, or creating an intimidating, hostile, humiliating or offensive environment for them. This includes but is not limited to, use of racial slurs; unwelcome touching or physical contact of a sexual nature; bullying; etc. Workplace bullying can include extreme forms of repeated behaviour, such as violence and intimidation.

Although there will be proportionate corrective action for different forms of misconduct, *any* form of unwelcome behaviour based on these characteristics is prohibited by this statement.

OUR PROMISE TO YOU

We aim to have a workplace that is entirely free of harassment and discrimination. It is everyone's responsibility to ensure that discrimination and harassment do not occur at FARFETCH by upholding our value to Be Human. We are committed to this by:

- Having prominent and regular communication on our commitment to preventing harassment and discrimination;
- Providing various Speak Up channels for you to report any cases of harassment or discrimination, including our Speak Up hotline and online reporting portal, which both have anonymous reporting capabilities;

- Taking prompt action within FARFETCH and with any third parties that we work with to address any harassment or discrimination concerns;
- Training all Farfetchers to understand their responsibilities and role in the process of seeking advice and raising concerns.

WHAT CAN YOU DO IF YOU EXPERIENCE OR WITNESS HARASSMENT OR DISCRIMINATION?

If you experience or witness discrimination or harassment by any Covered Persons while at work or work-related event, you should report the matter immediately via one of our Speak Up Channels:

- your line manager or a manager you trust;
- member of your regional People Team or a People Team member you trust;
- the FARFETCH Ethics & Compliance Team at compliance@farfetch.com;
- our Speak Up hotline (there are local telephone numbers available);
- our Speak Up online portal on Convercent.

FARFETCH prohibits any form of retaliation for reporting harassment or discrimination in good faith, regardless of whether it turns out to be unsubstantiated. However, please be aware that if you are determined to have knowingly provided false or misleading information, then you will be subject to corrective action, up to and including termination.

If you wish to remain anonymous (and your local law permits this), you can do so by making a report via our Speak Up hotline or online portal. These channels are monitored by a third party and reports made here are managed by the FARFETCH Ethics & Compliance team. Details on how your report will be handled can be found in the FARFETCH Code of Conduct. When making anonymous reports, please provide as much detail and information as possible, to ensure that the investigator has enough details to conduct the investigation.

Any Covered Persons found to be engaging in harassment or discrimination will be subject to disciplinary procedures applicable in their region.

MONITORING AND REVIEW

This statement will be reviewed and may be amended by the People Team, Legal, Ethics & Compliance Team and Diversity & Inclusion Team, from time to time, due to changes in legal requirements, business needs and other reasons that may arise.

REVISION HISTORY

Date	Responsible	Summary of Changes
12/3/2019	People Team	Creation of the statement.
6/2021	People/ LEC/ D&I Teams	Update to the statement.