Ethical Audit Risk Matrix

December 2024

Policy Requirement

Human Rights Policy

- We expect our vendors to engage with us so that we can assess the risk of all production sites that supply us with finished goods; this is to enable identification of high-risk sites for ethical audit.
    - Our risk assessment is based on country risk and sector risk
    - All high-risk sites must have a valid ethical audit

Extreme Risk Countries & Territories:
- Afghanistan
- Belarus
- Crimea, Luhansk, Donetsk
- Cuba
- Democratic Republic of Congo
- East Jerusalem, Gaza, Golan Heights and West Bank
- Eritrea
- Iran
- North Korea
- Russia
- Somalia
- South Sudan
- Sudan
- Syria
- Yemen

These countries cannot be sourced from as there is a Legal Sanction or Kingfisher Compliance requirements in place

Country Risk Matrix- all sites require an Ethical Audit

Albania	Burundi	Eswatini	Kazakhstan	Mexico	Philippines	Tunisia	**Countries of Interest**
Algeria	Cambodia	Ethiopia	Kenya	Mongolia	Qatar	Turkey	Marshall Islands
Angola	Cameroon	Gabon	Kosovo	Montenegro	Rwanda	Turkmenistan	Nauru
Argentina	Central African Republic	Ghana	Kuwait	Morocco	Saudi Arabia	Uganda	Palau
Armenia	Chad	Guatemala	Kyrgyzstan	Mozambique	Senegal	Ukraine	Sao Tome and Principe
Azerbaijan	China	Guinea	Laos	Myanmar	Sierra Leone	United Arab Emirates	Solomon Islands
Bahrain	Colombia	Guinea-Bissau	Lebanon	Nepal	South Africa	Uzbekistan	Tonga
Bangladesh	Comoros	Guyana	Lesotho	Nicaragua	Sri Lanka	Venezuela	
Belize	Congo	Haiti	Liberia	Niger	Suriname	Vietnam	
Benin	Côte d'Ivoire	Honduras	Libya	Nigeria	Taiwan	Western Sahara	
Bolivia	Djibouti	India	Madagascar	Oman	Tajikistan	Zambia	
Bosnia and Herzegovina	Dominican Republic	Indonesia	Malawi	Pakistan	Tanzania	Zimbabwe	
Botswana	Ecuador	Iraq	Malaysia	Panama	Thailand		
Brazil	Egypt	**Israel**	Maldives	Papua New Guinea	The Gambia		
Brunei	El Salvador	Jamaica	Mali	Paraguay	Timor-Leste		
Burkina Faso	Equatorial Guinea	Jordan	Mauritania	Peru	Togo		

New in 2024

Countries included in this list require further investigation, with an Ethical Audit being a requirement at the discretion of the Ethical Compliance team.

*We reserve the right to conduct an Ethical Audit at any site supplying Kingfisher finished goods

High Risk Product Matrix

Product Type / Manufacturing Process	Example of Products	Countries	Rationale
Horticulture (Plant Growers)	Plants, Bulbs, Trees, Shrubs, Peat	Global	Sector is highly reliant on migrant/seasonal workforce
Textiles	Garments, Wall/Floor Coverings, Decorative Accessories, Rugs, Cushions, Mattresses, Curtains, Bedding, Workwear, felt products, aprons, cleaning cloths	Global	Sector concerns regarding low wages, poor working conditions, poor health & safety, high overtime, environmental pollution.
Fencing, Sheds, Mouldings, Architrave	Fence panels, trellis, sheds, skirting boards, picture rails, dido rails, joinery, strip wood	United Kingdom	Sector is highly reliant on low skilled, manual labour.
PPE (Personal Protective Equipment)	Masks, gloves, knee pads	Global	Items made of natural rubber or latex. Any other materials should fall under textiles.
Shoes, accessories and leather products	Footwear, Bags, Belts, Rubber boots, Leather footwear	Global	Sector concerns regarding low wages, poor working conditions and conditions of the factories, tanneries, environmental pollution.
Chrome plating	Taps, showers, towel radiators, lighting fixtures (switches, sockets, lamps, spot lights), Door Hardware (handles, letterboxes, knockers, locks), curtain rails, wardrobe rails, hooks, hangers, tubing, table legs, bar stools	Europe, Middle East (Excluding European Union Countries)	For EU countries: Do these factories have any management systems in place: Do they have an ISO accreditations: ISO 9001, 14001, 50001
Solar panels	Solar tiles, solar modules (SKUs where the main product is a solar panel)	Global	Sector concerns regarding forced labour.

New in 2024