Arcadia discloses some information on the production units in its supply chain and publishes data in a machine-readable format. Arcadia should become fully compliant with the Transparency Pledge and provide a breakdown by gender of the wages paid by its suppliers.

Arcadia has some commitment to ensure a living wage is paid across its supplier network but this may not meet all criteria.

Arcadia says it is working on improving wages for workers across its supplier network. However, it does not meet all elements of a public, time-bound action plan.

No evidence was found that Arcadia takes steps to safeguard wages when they are in price negotiations with suppliers. This allows suppliers to put profit margins ahead of wage security for workers.

Several benchmarks are available for companies to measure whether wages are sufficient to meet the basic needs of workers and their families. However, no evidence was found that the company uses any credible living wage benchmark.

Arcadia does not publicly report on unionization of workers nor on existing collective bargaining agreements in its supplier factories.

Arcadia should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

Arcadia should improve its plan to achieve a living wage in a reasonable time-frame.

Arcadia should isolate labour from other production costs, so its suppliers do not cut wages in order to negotiate lower prices.

No evidence was found of public information on gender pay gaps in its supply chain.

No data about wages currently paid to workers at its suppliers is disclosed.