

# ARCADIA

## BRANDS:

Burton  
Dorothy Perkins  
Evans  
Miss Selfridge

Topman  
Topshop  
Wallis

Formal name: Arcadia Group  
HQ: United Kingdom  
Revenue 2018:  
Profit 2018:

Direct suppliers: 638  
Sub-contractors: ?  
according to brand

Top production countries: Turkey  
China  
Romania

## SUPPLY CHAIN TRANSPARENCY:



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.

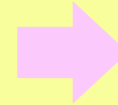
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



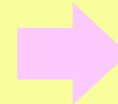
This means: Arcadia makes no claim and no public evidence was found that its suppliers are paying a living wage. → Arcadia should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

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



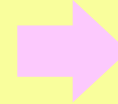
Arcadia should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

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.



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

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.



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

Several benchmarks are available for companies to measure whether wages are sufficient to meet the basic needs of workers and their families.

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

However, no evidence was found that the company uses any credible living wage benchmark.

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

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

FASHION  
CHECKER

BRAND PROFILE

APRIL 2020



Funded by the  
European Union