

HEMA

BRANDS:

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Formal name: Hema BV
HQ: Netherlands
Revenue 2018: € 1 800 000 000
Profit 2018:

Direct suppliers: 623
Sub-contractors: 0
according to brand

Top production countries: China
Bangladesh
Turkey

LIVING WAGE PAID:



This means: Hema makes no claim and no public evidence was found that its suppliers are paying a living wage. → Hema 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.

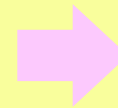
SUPPLY CHAIN TRANSPARENCY:



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

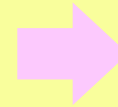
see: transparencypledge.org

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



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

Hema has no public plan describing how to improve wages for workers across its supplier network.



Hema should commit to a published plan describing how a living wage will be achieved in a reasonable time-frame.

No evidence was found that Hema 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.



Hema 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.

Of these, the company says it is using the following in its supply chain:

- Asia Floor Wage Living Wage Benchmark
- Fair Wear Foundation Wage Ladders
- FLA Wage Ladders

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

Hema 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