

# MANGO

Brands: Mango, H.E. by Mango, Mango Kids, Violeta



## COMPANY POSITION ON THE LIVING WAGE:

Mango says: (in its code of conduct) “Manufacturers will guarantee that salaries comply strictly with all legislation. Equally the minimum legal wage will be considered the legal minimum, but not a recommended wage level.”

It also told us that “most of our suppliers have their own remuneration policies that follow the minimum wage ... but that they also give allowances for accommodation, food, skill productivity etc. We support and push these kinds of policies.”

## WHAT WE SAY:

Mango has yet to make any commitments at all to ensure workers in its supplier factories receive a living wage, even in its own code of conduct, although it claims it does agree with our definition of a living wage. A living wage must be paid as a basic salary, excluding any extra, discretionary bonuses, as it is only the basic wage that workers can be sure of receiving. Simply “encouraging” suppliers will not be sufficient to ensure wages are improved to a living-wage level.

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## IN MORE DETAIL:

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### Has living-wage benchmarks?

No.

### Worker empowerment:

Mango says: “In many of our factories there is a percentage of workers who belong to workers associations or local trade unions. This is traditionally more common in some countries than in some others. Mango always supports that workers can choose freely to associate and this is also remarkable during trainings with suppliers and factory managers.”

Mango also told us that it has regular meetings with the Spanish trade union CCOO (Confederación Sindical de Comisiones Obreras) to discuss these issues and has been building a relationship with global union IndustriALL.

### Commitment and practices:

So far, Mango has made no commitments to pay a living wage and is not involved in work to examine its own purchasing practices.

### Collaborative approach:

Mango mentioned plans for a project in Morocco with CCOO, but didn't provide any details as to the aim, scope or time frame of the project. The fact that it does have a dialogue with trade unions in Spain signals an openness to positive engagement on freedom of association, but this needs to be turned into practical and active steps to support this in reality.

### Strategy:

Mango has no long-term strategy for ensuring workers in its factories are paid a living wage.

### Production overview:

**Number of suppliers:** 100% of orders are placed directly to supplier factories. In 2012, Mango sourced from 264 suppliers, 70% of which its has used for more than five years.

**Main production countries listed as:** China (42%), Turkey (12%), South Korea (9%), Spain (8%), Morocco (6%), Bangladesh (6%), India (5%), Vietnam (4%)

Mango does not publish a full public list of the names and addresses of its supplier factories, although it does provide a list to CCOO.

## COMMENTS:

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Mango's entire approach is based on an auditing model, which has been proven highly ineffective in tackling root problems such as living wage and freedom of association. If Mango is to take worker rights seriously, it must go beyond this approach and start taking proactive steps to tackle these rights. This includes making clear commitments to the principle of a living wage, developing benchmarks for progress, looking at the impact of its own purchasing practices and working both strategically and collaboratively with trade unions, workers and other companies. Until Mango starts taking more responsibility for tackling worker-rights issues, we would expect little improvement in wages and conditions in Mango's supplier factories.