

ZALANDO

BRANDS:

mint&berry
kiomi
zign
Anna Field

even&odd
Friboo
Fullstop
Pier One

Twintip
YourTurn
Zalando essentials

Formal name: Zalando SE
HQ: Germany
Revenue 2018: € 5 400 000
Profit 2018: € 163 700

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

Top production countries: China
Turkey
India

SUPPLY CHAIN TRANSPARENCY:



Zalando discloses name, address, parent company, type of product and number of workers for most production units fully in line with the Transparency Pledge. → Zalando should publish data in a machine-readable format and provide a breakdown by gender of the wages paid by its suppliers.

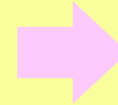
see: transparencypledge.org

LIVING WAGE PAID:



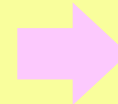
This means: Zalando makes no claim and no public evidence was found that its suppliers are paying a living wage. → Zalando should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory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

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



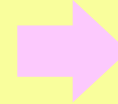
Zalando should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

Zalando 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.



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

Zalando says it applies the ACT methodology, in order to safeguard wages in price negotiations with suppliers, so workers' wages should not be squeezed as part of the bargain.



Zalando should ensure prices paid to suppliers are sufficient to cover a living wage and social protection contribution for all workers in their supply chain.

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.
Zalando says it publishes information on gender breakdown in its suppliers.

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.

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

FASHION CHECKER

BRAND PROFILE

APRIL 2020

NO REPLY

This company did not respond to our questionnaire. All information included in this profile has been collected from publicly available sources.



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