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# DECATHLON SUBMISSION



# Clean Clothes Campaign Wage Survey

Response ID:62; Data

## 1. Login/Password Action

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## 2. Introduction

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### 1. Company name:

Quechua

### 2. Brands owned by company:

### 3. Main contact person:

Name: : Clothilde Drouet

Email: : clothildedrouet@Quechua

Contact phone number: : + 33 (0)6 65 86 59 19

## 3. The living wage standard

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### 4. 1.1 What is your company's position on payment of the living wage to workers in your supply chain?

Our company approach on any compliance program is a step by step approach aiming at improving life and working conditions within our supply chain. We welcome any possible initiative by our suppliers and our current program helps our suppliers on some steps that could be taken to improve the wage ratio in our supply chain.

### 5. 1.2 Please give the link to the code of conduct which is used when monitoring conditions in your supplier factories. If it isn't publicly available, please upload a copy using the option below.

<http://www.oxylane.com/en/17/companys-human-responsibility>

### Upload option.

### 6. 1.3 Does your company agree with the definition of a living wage as given [here](#)?

Yes

### If no, please provide details of how your definition of a living wage is different and give justification.

We would be happy to share our definition once we have launched our own study

## 4. Respect for freedom of association and collective bargaining, a precondition for a living wage

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### 7. 2.1 How has the right to Freedom of Association and Collective Bargaining been clearly communicated to workers in your supplier factories and subcontractors?

During all our audits we ensure that the workers are well aware of our charter and therefore that factories ensure the rights of freedom of association as per the local law.

**Percentage of supplier factories and subcontractors reached by these measures:**

100%

**Please supply an example of materials used:**

**8. 2.2 Do you support or facilitate training for workers to ensure they are aware of their right to freely associate, in conjunction with local independent trade unions or workers' rights organisations? Please supply details:**

During all our audits we ensure that the workers are well aware of our charter and therefore that factories ensure the rights of freedom of association as per the local law.

Percentage of supplier factories reached by these measures: : %

**9. 2.3 Do you provide training for management of your supplier factories and subcontractors on the right to freedom of association?**

We do not. Nevertheless we DO train management so that they hear the workers. We are willing to give the workers the best work environment possible and we think that if a worker gets heard by its management he doesn't need unions.

**Percentage of supplier factories and subcontractors reached by these measures:**

100%

**10. 2.4 Have your supplier factories and subcontractors issued the Right to Organise Guarantee to workers in any of your production units?**

	Country:	Number of suppliers:	Details:
1:			
2:			
3:			
4:			

**Please provide a sample of materials used in specific countries:**

**11. 2.5 Do you require supplier factories and subcontractors to sign Union Access Agreements? If yes, please supply details.**

**Number of supplier factories with agreements:**

**Please provide a sample of agreements signed:**

**12. 2.6 Does your company have an accessible, actionable and safe means by which workers can file and follow up on complaints about violations of freedom of association and collective bargaining rights? How do you monitor that this can be accessed freely by workers?:**

Yes. In Indonesia, we have set special limits for all the types of contracts available locally, and only worked with factories with a set level of permanent workers.  
In all other countries we audit the number of permanent workers versus temporary to ensure that there is no abuse.

**13. 2.7 Have you done any work to limit the use of short term contracts in your supplier factories and subcontractors?**

Please provide details of your policy and its impacts in relevant countries: : No

How has any of this work impacted on workers ability to receive seniority bonuses?: : No

**14. 2.8 Is there anything else you would like to tell us about work you have done so far, or work you are planning, to promote the right to freedom of association in your supply chain?**

## 5. Dialogue and negotiation with labour rights organisations

**15. 3.1 Please provide details of any active collaborative work undertaken with independent trade unions or labour rights organisations in your sourcing countries:**

**16. 3.2 Have any of your collaborations resulted in unions or bargaining processes starting within your supplier factories?**

## 6. 4. Benchmarks for a minimum living wage

**17. 4.1 Does your company have internal figures that it uses to benchmark living wages for each sourcing country or region?**

No

**If yes, please provide details of how these were developed and how they are used:**

**18. 4.2 Please provide information about the figures you are using to benchmark a living wage in your 3 main production countries or regions.**

	Country/region	Living wage benchmark
1.		
2.		
3.		

**19. 4.3 Please give details of the number of your supplier factories in Asia that are currently paying the [Asia Floor Wage](#).**

	Country/region	Number of supplier factories paying Asia Floor Wage
1.		
2.		
3.		
4.		
5.		

## 7. Purchasing practices that make living wages possible

**20. 5.1 Is your company doing work to limit the use of subcontractors in your supply chain and/or consolidate your supplier factory list? Please provide details:**

Yes, we are aiming at having a major production share in our partner suppliers. Since 10 years, our numbers of suppliers has been divided by 3.

**21. 5.2 Does your company operate a policy of buyers favouring supplier factories that consistently meet a high wage standard? How?**

All our suppliers are ranked in our system according to 5 levels, from E to A. Shall a supplier be level E, then the production is immediately stopped. In order for a supplier to stay within our panel, he shall be then consistently within a higher grade.

22.

**23. 5.3 Does your company break down and calculate whether FOB prices per piece are sufficient to allow for compliance with the wage standard your company has set out in its code of conduct?**

No

**24. 5.4 Does your company operate a policy of buyers favouring supplier factories that support the establishment and functioning of genuine trade unions, and those with collective bargaining agreements?**

Yes by disqualifying factories discriminating unions we favour the ones supporting unions

**25. 5.5 Please provide information about any other work your company has done / is planning to do on improving your purchasing practices, in relation to wages.**

Our program has set a step by step approach to ensure that fair wages are being paid to workers, that all what is due is properly paid, and indicated to factory ( by promoting profit sharing for instance for level A factories) ways on improving workers wages.

8. Living wage projects

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**26. Please provide details of any projects here. Please note you can cut and paste long pieces of text into these small boxes if necessary:**

	Project 1	Project 2	Project 3	Project 4
Location:				
Number of factories and workers involved:				
Living wage benchmark used:				
Partnerships:				
Wage increase achieved:				
Details of process:				

**27. Please upload any useful supporting documentation here:**

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9. New Page

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**28. 7.1 Have you publicly supported calls from civil society and unions to increase the minimum wage to a living wage standard in your production countries? Have you made this position clear towards governments and employers associations?**

Yes, we have joined a public statement in a letter of the 21st of June 2012, with several other international buyers, to the Prime Minister of Bangladesh, asking for a regular raise in minimum wage and a system to regularly review it.

**29. 7.2 As part of this work, have you issued a public statement assuring country governments that you will not relocate production as a result of minimum wage legislation that ensures a living wage?**

no

## 10. Transparency

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**30. 8.1 Does your company publish a full public list of supplier factories, and sub contractors, their locations and products?**

No but we have made public the list of our factories in Bangladesh

**Do you have plans to publish a full list in the future?**

No

**31. 8.2 Does your company publish impact reports on projects related to wages?**

No

## 11. Collaborative working

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**32. 9.1 Please provide details of your involvement with any multi-stakeholder initiative projects working to improve wages:**

No

**33. 9.2 Please provide details of any work you have initiated outside an MSI, directly with other companies which has improved wages:**

**34. Supporting documents:**

## 12. 10. A clear route map for implementing a living wage for all workers

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**35. 10.1 Has your company developed a strategy for delivering a living wage in your supply chain? Is this a public commitment?**

No

**36. 10.2 Does this strategy have a time scale? If yes, please state.**

No

**37. 10.3 What consultation have you carried out on this strategy, both within and outside your company?**

**38. 10.4 How will you ensure that vulnerable workers, such as homeworkers or migrant workers are also included in efforts to increase wages?**

**39. 10.5 Is there anything else you would like to tell us about your work on the living wage that hasn't been covered in this survey?**

Thanks for having sent us the questionnaire about the living wage.

Before going more into details about this particular point, we would like to present you our current way and general philosophy regarding the management of social compliance in our supply chain.

Oxylane is, as you know, designing, producing and selling sports goods, for any type of sports. All the sales are done in our own stores, in Europe, China, Brazil. We are sourcing mainly from Asia, Northern Africa and Europe.

All our sourcing is done directly by Oxylane staff, meaning that Oxylane is having a direct contractual relation to all the suppliers of finish products producing for our internal brands, among which QUECHUA. In this contractual relation the “Human Responsibility in Production Charter” is included. This legal document inspired mainly from SA8000, the fundamental conventions of the ILO and the Universal Declaration of Human rights is the basic frame for all our social compliance policy. All our main component suppliers have also signed this charter and are managed with the same expectations.

Today, we have more than 1000 suppliers concerned by our Social Compliance Management, and nearly 1000 audits done per year.

After carefully reviewing the risks for the workers in our supply chain, and following some dramatic events, our compliance program today has decided to priorities increasing fire and safety requirements and tools for our suppliers, in order to keep improving our primary target : safety of the workers producing our products. This was the done while releasing our new assessment grid in September this year.

Considering particularly the living wage, we have checked our situation based on the Fair Wage approach, and after carefully reviewing the 12 items, we consider that our current compliance program meets many of them. However, we plan to launch a study in 2014 to analyse the need to go further.

Shall you have any more question, please do not hesitate to contact us.

### 13. Further questions about your supply base

#### 40. 1. What are your main production countries? Please state percentage of total production per country and the number of supplier factories.

	Country	Percentage of production	Number of suppliers
1	we are not allowed to disclose this information		
2			
3			
4			
5			
6			
7			
8			
9			
10			

#### 41. 2. What kind of trade partners are part of the sourcing structure? Please indicate an approximate % of volume share of your production:

Production at factories owned by your company: : % 1

Orders placed directly to supplier factories: : % 99

Orders placed through agencies or intermediates: : %

Other: : %

**42. If other, please specify.**

**43. 3. What is the length of time that you have been working with your current suppliers?**

	% of suppliers
More than 5 years:	50
2-5 years:	35
Less than 2 years:	15

**44. 4. How many sites did you use to produce your goods in 2012?**

First tier suppliers: : we are not allowed to disclose this information

**45. 5. How many supplier factories do you trade with where you have a regular production share of more than 25%?**

Number of suppliers: : idem

Response Location

<b>Country:</b>	France
<b>Region:</b>	B9
<b>City:</b>	Lucinges
<b>Postal Code:</b>	
<b>Long &amp; Lat:</b>	Lat: 46.191399, Long:6.3173