

---

---

# GUCCI SUBMISSION



# Clean Clothes Campaign Wage Survey

Response ID:56; Data

## 1. Login/Password Action

---

## 2. Introduction

---

### 1. Company name:

GUCCIO GUCCI Spa

### 2. Brands owned by company:

GUCCI

### 3. Main contact person:

Name: : Rossella

Email: : Ravagli

Contact phone number: : 05575923437

## 3. The living wage standard

---

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

GUCCI is SA8000 certified since 2007. In this standard the compliance with the Living Wage is one of the requirements that has to be satisfied. Then this requirement is also incorporated in the Social Responsibility Policy of our Brand and in the Principles of Sustainability on which we ask the commitment of our suppliers

### 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.

Social Responsibility Policy

### 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.

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

---

### 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?

The Right to Freedom of Association and Collective Bargaining is clearly communicated through our supply chain with the Principles of Sustainability (derived from our Social Responsibility Policy) on which we require the commitment of all our suppliers

**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:**

We training periodically (at least yearly) all of our direct suppliers on our Social Responsibility Policy. This kind of activity has been shared with the main Unions on the basis of an agreement signed in 2004

Names of local unions or workers rights organisations: : Confederati  
Percentage of supplier factories reached by these measures: : 100%

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

We training periodically (at least yearly) all of our direct suppliers on our Social Responsibility Policy. This kind of activity has been shared with the main Unions on the basis of an agreement signed in 2004

**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:	Italy	100%	All our supply chain is located in Italy where this right is guaranteed by law
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.**

Not Applicable. All our supply chain is located in Italy where this right is guaranteed by law

**Number of supplier factories with agreements:**

0

**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. We have a complaint system that is accessible to all the workers and that is actionable also in an anonymous way.

We performs also several audits on our suppliers to verify the compliance to our Principles of Sustainability

and to our complaint system

**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: : We training periodically (at least yearly) all of our direct suppliers on our Social Responsibility Policy and we performs also several audits on our suppliers to verify the compliance to our Principles of Sustainability

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:**

Confederati (CGIL, CISL,UIL), with which we have signed various agreements (2004,2009,2012)

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

Not Applicable

**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?**

Yes

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

Minimum Wages established by the National Collective Agreements

**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.	Italy	Minimum Wages established by the National Collective Agreements
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.	Not Applicable	Not Applicable
2.		
3.		
4.		

## 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. In some merceological area (i.e leather goods) we ban the use of levels of subcontracting beyond the first.

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

Not Applicable

### 22.

Are other incentives provided for buyers or supplier factories to work towards a living wage for workers? : Not Applicable

How is this monitored? : Not Applicable

### 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?

Not Applicable

### 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?

Not Applicable

### 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.

Not Applicable

## 8. Living wage projects

### 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:	Italy			
Number of factories and workers involved:	100%			
Living wage benchmark used:	Minimum Wages established by National Collective Agreements			
Partnerships:	Unions			
Wage increase achieved:	Incentives and Bonuses			
Details of process:	Second Level Bargaining			

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

## 9. New Page

**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?**

Not Applicable

**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?**

Not Applicable

## 10. Transparency

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

No. The full public list of our suppliers that, however are all based in Italy, is shared annually in an our internal committee in which are involved the Union representatives

**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?**

Yes. Annually the Management Review that analyses our Social Responsibility performances is shared with the main stakeholders (Unions included)

## 11. Collaborative working

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

Not Applicable

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

Second Level Bargaining

**34. Supporting documents:**

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

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

We respect te minimum wage guaranteed by the National Collective Agreements

**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?**

Not Applicable

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

We respect the requirements included in the National Collective Agreements and we have a Social Responsibility Policy

**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?**

No

**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	Italy	100%	400
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: : 20%  
Orders placed directly to supplier factories: : 80%  
Orders placed through agencies or intermediates: : 0%  
Other: : 0%

**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:	60
2-5 years:	30

Less than 2 years:

10

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

First tier suppliers: : 400

Sub contracted suppliers: : 3600

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

Number of suppliers: : 0

Please list suppliers, country and % of product share at the factory: : Not Applicable

Response Location

<b>Country:</b>	Italy
<b>Region:</b>	09
<b>City:</b>	Milan
<b>Postal Code:</b>	
<b>Long &amp; Lat:</b>	Lat: 45.466702, Long:9.2