

# REPLAY JEANS

Brands: Replay, Replay & Sons, Red Seal,  
We are replay, White Seal

Please note: Replay Jeans is owned by the Fashion Box Group



## COMPANY POSITION ON THE LIVING WAGE:

We have looked at this company's website and no information relating to sourcing or labour standards policy was found. Replay later wrote to us and sent us its code of conduct. On wages it says: "Employees must receive at least the legal minimum wage for ordinary working hours as well as for overtime hours according to the standard labour contract. Illegal or non authorized allowances in the wage packet are not permitted."

Replay also says that it works with companies in Hong Kong and Tunisia to "ensure a local presence in those countries where we are active, directly sourcing manufacturers in these territories and conducting spot checks through-out the supply chain (be it for simple components or finished garments). This gives Fashion Box greater transparency and control over its production network and enables us to verify compliance with our code of conduct."

## WHAT WE SAY:

Replay does not accept the principle of a living wage in its policy and is doing no work to ensure that workers who make its products earn enough to live on. Simple compliance with the minimum wage is a legal duty, but the human right to a living wage is a responsibility that Replay must take steps to ensure. No evidence of this work is yet available.

## IN MORE DETAIL:

### Has living-wage benchmarks?

No.

### Production overview:

**Number of suppliers:** Replay did not disclose this information.

**Main production countries listed as:** Replay did not disclose this information.

Replay does not publish a full public list of the names and addresses of its supplier factories.