
VERSACE SUBMISSION



Clean Clothes Campaign Wage Survey

Response ID:41; Data

1. Login/Password Action

2. Introduction

1. Company name:

GIANNI VERSACE Spa

2. Brands owned by company:

VERSACE

3. Main contact person:

Name: : Francesca Bosio

Email: : francesca.bosio@versace.it

Contact phone number: : 0039 02 76 093 454

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?

Versace complies with all the Labor laws, as forecasted into the policy of Versace Ethic Code

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.versace.com/en/legal-notes/ethical-code>

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?

Both the Ethic Code and the Framework Supply Agreements state that anyone who has relationships with Versace in any way has to fulfill with all the Versace ethic values, including expressly those related to the Laws and Rules in force in the countries where Versace acts, Labor Laws included.

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:

Under the Italian Law, this is under the exclusive competence of the trade unions; an action of Versace could be punished as a violation of the Art. 28 of the "Statuto dei Lavoratori"; as an Italian company, Versace has to comply with the Italian Law

Names of local unions or workers rights organisations: : -----

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?

Under the Italian Law, this is under the exclusive competence of the trade unions; an action of Versace could be punished as a violation of the Art. 28 of the "Statuto dei Lavoratori": as an Italian company, Versace has to comply with the Italian Law

Percentage of supplier factories and subcontractors reached by these measures:

0%

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:			VERSACE REQUIRES ANY THIRD PARTY WITH WHOM VERSACE HAS ANY KIND OF RELATION TO RESPECT STRICT ETHICAL PRINCIPLES – AS FOR VERSACE’S SUPPLIERS, SEE THE FRAMEWORK SUPPLY AGREEMENT – IN PARTICULAR ART. 8
2:			VERSACE REQUIRES ANY THIRD PARTY WITH WHOM VERSACE HAS ANY KIND OF RELATION TO RESPECT STRICT ETHICAL PRINCIPLES – AS FOR VERSACE’S SUPPLIERS, SEE THE FRAMEWORK SUPPLY AGREEMENT – IN PARTICULAR ART. 8
3:			VERSACE REQUIRES ANY THIRD PARTY WITH WHOM VERSACE HAS ANY KIND OF RELATION TO RESPECT STRICT ETHICAL PRINCIPLES – AS FOR VERSACE’S SUPPLIERS, SEE THE FRAMEWORK SUPPLY AGREEMENT – IN PARTICULAR ART. 8
4.			VERSACE REQUIRES ANY THIRD PARTY WITH WHOM VERSACE HAS ANY KIND OF RELATION TO RESPECT STRICT ETHICAL PRINCIPLES – AS FOR VERSACE’S SUPPLIERS, SEE THE FRAMEWORK SUPPLY AGREEMENT – IN PARTICULAR ART. 8

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.

Under the Italian Law, this is under the exclusive competence of the trade unions; an action of Versace could be punished as a violation of the Art. 28 of the "Statuto dei Lavoratori" as an Italian company, Versace has to comply with the Italian Law

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?:

For Gianni Versace S.p.A. employees a specific procedure exists in order to inform about violations to Ethic Code and 231 Model

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: : Both the Ethic Code and the Framework Supply Agreements state that anyone who has relationships with Versace in any way has to fulfill with all the Versace ethic values, including expressly those related to the Laws and Rules in force in the countries where Versace acts, Labor Laws included.

How has any of this work impacted on workers ability to receive seniority bonuses?: : For Versace the seniority is not the only criteria to give bonuses

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?

Yes, for further details please refer to Versace Ethic Code at the following link
<http://www.versace.com/en/legal-notes/ethical-code>

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:

Until today, no events happen

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

Until today, no collaborations result in unions or bargaining processes starting within our 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:

Versace respects the local wages laws requesting to its sourcing entities to comply with its Ethic code

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.	INDIA	All
2.	CHINA	All
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: Versace uses exclusively certain and consolidated suppliers who responds to strict ethical criteria

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

YES: Versace uses exclusively certain and consolidated suppliers who responds to strict ethical criteria

22.

Are other incentives provided for buyers or supplier factories to work towards a living wage for workers? :
Until today no incentives are provided

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?

Until today VERSACE does not break down and calculate whether FOB prices per piece are sufficient to allow for compliance with the wage standard in our code of conduct

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?

Versace uses exclusively certain and consolidated suppliers who responds to strict ethical criteria. Contractually by agreements.

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.

Versace keeps on monitoring

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:				
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:

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?

Versace has developed and published its Ethic Code

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?

Until today Versace does not have issued any public statement about this topic apart from the Ethic Code published on versace.com

10. Transparency

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

Until today Versace does not publish any list

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

Until today Versace does not but could consider it in the future

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

Versace does not publish them

11. Collaborative working

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

Until today Versace is not involved in any initiative

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

Until today Versace is not involved in any initiative

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?

Until today Versace has not developed any specific strategy with this purpose

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

Until today Versace has not developed any specific strategy with this purpose

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

Until today Versace has no consultation but could consider it in the future

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

Versace grants the same rights to all workers

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?

Yes, please refer to Versace Ethic Code at the following link <http://www.versace.com/en/legal-notes/ethical-code>

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	82.35%	151
2	China	1.71%	2
3	India	0.74%	2
4	Other European countries	15.2%	12
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: : 0%

Orders placed directly to supplier factories: : 100%

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:	75
2-5 years:	25
Less than 2 years:	0

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

First tier suppliers: : 137

Sub contracted suppliers: : 15

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

Response Location

Country:	
Region:	
City:	
Postal Code:	
Long & Lat:	Lat: , Long: