

# GAP

## BRANDS:

Banana Republic  
Old Navy  
Forth & Towne  
Piperlime

Athleta  
Intermix  
Hill City.  
Janie & Jack

Formal name: Gap Inc  
HQ: United States  
Revenue 2018:  
Profit 2018:

Direct suppliers: 778  
Sub-contractors:  
according to brand

Top production countries: Vietnam  
China  
India

## SUPPLY CHAIN TRANSPARENCY:



Gap discloses some information on the production units in its supply chain, provides factory names and addresses in a machine-readable format and provides additional information. → Gap should become fully compliant with the Transparency Pledge.

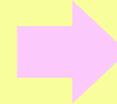
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



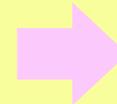
This means: Gap makes no claim and no public evidence was found that its suppliers are paying a living wage. → Gap should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

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



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

Gap has no public plan describing how to improve wages for workers across its supplier network.



Gap should commit to a published plan describing how a living wage will be achieved in a reasonable time-frame.

No evidence was found that Gap takes steps to safeguard wages when they are in price negotiations with suppliers. This allows suppliers to put profit margins ahead of wage security for workers.



Gap should isolate labour from other production costs, so its suppliers do not cut wages in order to negotiate lower prices.

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.

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.

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

# FASHION CHECKER

## BRAND PROFILE

### APRIL 2020



Funded by the European Union