

# JN.JOY

BRANDS:

jn.joy

Formal name: J&Joy SA  
HQ: Belgium  
Revenue 2018:  
Profit 2018: € 266 000

Direct suppliers: 4  
Sub-contractors: ?  
according to brand

Top production countries: India  
Turkey  
Portugal

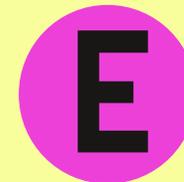
## SUPPLY CHAIN TRANSPARENCY:



jn.joy does not disclose names and addresses of its suppliers. → It is time for jn.joy to go transparent! A first step should be to comply with the Transparency Pledge, and publish data in a machine-readable format.

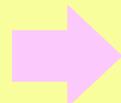
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



This means: jn.joy makes no claim and no public evidence was found that its suppliers are paying a living wage. → jn.joy 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.

jn.joy has made no commitment that we can find to ensure a living wage is paid across its supplier network.



jn.joy should commit publicly to ensuring a living wage is paid across its supply chain.

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



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

No evidence was found that jn.joy 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.



jn.joy 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.

jn.joy 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