

# ASICS

Brands: Asics, Onitsuka Tiger, Haglöfs



## COMPANY POSITION ON THE LIVING WAGE:

“ASICS recognizes the issues around fair wages in our industry as well as the need for a clear fair wage mechanism going beyond a strict living wages scope. ASICS does not yet have a company definition of living wage in particular as we believe a broader approach to wages is advisable...”

“As a group, however, we would, rather than pursuing only one of the current definitions of a living wage, like to see a clear consensus around fair wages which include a wider range of worker rights and labor practices which could include what one might call a living wage. ILO [International Labour Organization] conventions and definitions regarding fair wages form an important starting point of our company on this subject...”

“For 2014 the subject of fair wages is a priority subject within the ASICS Groups approach to Corporate Responsibility.”

## WHAT WE SAY:

Asics accepts the principle of a living wage, but in practice applies the legal minimum wage or industry benchmark. Good intentions are two a penny, actual commitment is needed. As for a “broader approach to wages”, what is more important than the fact that a wage should be enough to live on? This is surely the starting point.



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## IN MORE DETAIL:

### Has living-wage benchmarks?

No.

### Worker empowerment:

Asics says: “In addition to compliance to our policies, including freedom of association, we also expect our suppliers to ensure workers understand and are aware of our standards and their rights. This can mean posting our policy in local language in the facilities but also by providing training to new employees and periodic refreshment trainings, distributing worker rights and policies in print or other. We provide trainings to factory management ourselves (e.g. during factory audits) but these can also be facilitated by local partner organizations such as Better Factories Cambodia.”

### Commitment and practices:

No living-wage benchmarks were provided. Asics says that its buying teams work closely with its CSR teams, but no detail was given on what this entails or how it improves wages.

### Collaborative approach:

Asics has worked collaboratively with unions and NGOs in Indonesia to develop and sign a protocol on freedom of association with factory managers and unions, which allows for certain very practical rights to be delivered to workers in its supplier factories. Haglöfs, an Asics-owned brand, is a member of the Fair Wear Foundation and recently took part in a survey into living-wage engineering.

### Strategy:

Asics says: “At this stage, we have not publicly communicated our specific strategy on living or fair wages”.

### Production overview:

**Number of suppliers:** 228 suppliers

**Main production countries listed as:** China, Vietnam, Indonesia, Japan, Cambodia

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

## COMMENTS:

No real evidence was given of work to improve wages, let alone reach a living wage for workers in Asics’ supply chain. Asics seems to be hinting that it may be putting together a strategy on living wages at some point in the future. We hope that it does and that it is able to include in its policy, as a first step, a commitment to paying over the minimum or industry standard, which keeps workers in poverty.

Asics has carried out work in Indonesia with local unions to sign a freedom of association protocol, which is admirable. We’d like to see more of this commitment channelled to address poverty pay.