

# M&S

BRANDS:

Limited collection  
Per Una  
North Coast  
Portfolio

Indigo Collection  
Autograph  
Classic Collection  
Blue Harbour

Formal name: Marks & Spencer plc  
HQ: United Kingdom  
Revenue 2018: € 1 276 958 545  
Profit 2018: € 156 235 500

Direct suppliers: 1014  
Sub-contractors: 0  
according to brand

Top production countries: China  
Vietnam  
Cambodia

## SUPPLY CHAIN TRANSPARENCY:



M&S discloses some information on the production units in its supply chain and provides additional information. → M&S should become fully compliant with the Transparency Pledge and deliver data in a machine-readable format.

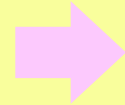
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



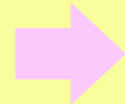
This means: M&S makes no claim and no public evidence was found that its suppliers are paying a living wage. → M&S should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

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



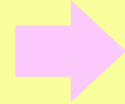
M&S should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

M&S says it is working on improving wages for workers across its supplier network. However, it does not meet all elements of a public, time-bound action plan.



M&S should improve its plan to achieve a living wage in a reasonable time-frame.

M&S says it uses open costing models to ensure that the price of labour is enough to ensure payment of a living wage, is agreed upon upfront between brand and supplier and cannot be changed afterwards.



M&S should ensure prices paid to suppliers are sufficient to cover a living wage and social protection contribution for all workers in their supply chain.

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.

Of these, the company says it is using the following in its supply chain:

- Asia Floor Wage Living Wage Benchmark
- Official statistics
- Union and NGO Living Wage calculations
- Legal minimum wage

No data about wages currently paid to workers at its suppliers is disclosed.

M&S reports publicly some information on the number of supplier facilities with democratically elected unions, or those covered by collective bargaining agreements.

# FASHION CHECKER

## BRAND PROFILE

### APRIL 2020



Funded by the European Union