

# PENTLAND

## BRANDS:

Speedo  
Berghaus  
Canterbury of New Zealand  
Endura

Mitre  
Ellesse  
Boxfresh  
SeaVees

KangaROOS  
Red or Dead

Formal name: Pentland Brands Ltd.  
HQ: United Kingdom  
Revenue 2018:  
Profit 2018:

Direct suppliers: 138  
Sub-contractors: ?  
according to brand

Top production countries:

## SUPPLY CHAIN TRANSPARENCY:



Pentland discloses name, address, parent company, type of product and number of workers for most production units fully in line with the Transparency Pledge, provides additional information and makes data available in a machine-readable format. → That's great! We encourage Pentland to pursue its frontrunner commitment around transparency.

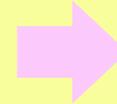
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



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

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



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

Pentland 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.



Pentland should improve its plan to achieve a living wage in a reasonable time-frame.

Pentland says it applies the ACT methodology, in order to safeguard wages in price negotiations with suppliers, so workers' wages should not be squeezed as part of the bargain.



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

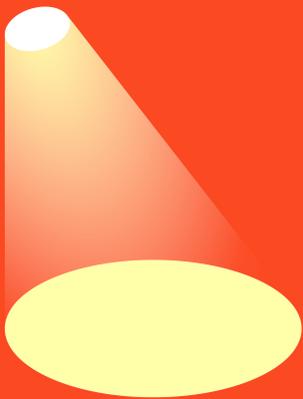
Several benchmarks are available for companies to measure whether wages are sufficient to meet the basic needs of workers and their families.

No evidence was found of public information on gender pay gaps in its supply chain.

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.

Pentland 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