

SALEWA

BRANDS:

Salewa
Dynafit
Pomoca
Wild Country

Evolv

Formal name: Oberalp S.p.A.
HQ: Italy
Revenue 2018: € 220 000 000
Profit 2018:

Direct suppliers: 73
Sub-contractors: 14
according to brand

Top production countries: Vietnam
China
Romania

SUPPLY CHAIN TRANSPARENCY:



SALEWA discloses some information on the production units in its supply chain. → SALEWA should become fully compliant with the Transparency Pledge, publish data about suppliers in a machine-readable format and provide a breakdown by gender of the wages they pay.

see: transparencypledge.org

LIVING WAGE PAID:



This means: SALEWA claims that between 1% and 25% of its suppliers are paying the company's stated living wage and evidence is public or some plausible explanation is given. → SALEWA has started to work on living wage with some success. It should consider negotiating and signing enforceable agreements with worker representatives and making a commitment to pay higher prices to suppliers that pay living wages. Where SALEWA is not the dominant customer for a factory, it should reach out to other brands that source from the same factory, to combine efforts towards a living wage.

FASHION CHECKER

BRAND PROFILE

APRIL 2020

SALEWA has published a clear commitment to ensure a living wage is paid across its supplier network.

This is a good start! We encourage SALEWA to put their commitment into action.

SALEWA 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.

SALEWA should improve its plan to achieve a living wage in a reasonable time-frame and make it public.

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

SALEWA 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:

- Global Living Wage Coalition (Anker)
- Fair Wear Foundation Wage Ladders
- Wage Indicator Foundation

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

SALEWA claims that at the time of its last annual report, 2 of its suppliers in Vietnam were paying wages above the Global Living Wage Coalition benchmarks to all workers. Salewa shared with the Clean Clothes Campaign details of the two suppliers and their wage data, including the wage ladder compared with the legal minimum and GLWC indicators. This data shows that wage levels, if complied to, are at the level of the GLWC LW benchmark. Salewa was not willing to make any of this data public.

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



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