

TCHIBO

BRANDS:

Tchibo Certified Merchandising (TCM)

Formal name: Tchibo
HQ: Germany
Revenue 2018: € 3 150 000 000
Profit 2018:

Direct suppliers: 197
Sub-contractors: ?
according to brand

Top production countries: China
Bangladesh
Turkey

SUPPLY CHAIN TRANSPARENCY:



Tchibo discloses some information on the production units in its supply chain and publishes data in a machine-readable format. → Tchibo should become fully compliant with the Transparency Pledge and provide a breakdown by gender of the wages paid by its suppliers.

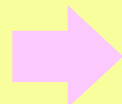
see: transparencypledge.org

LIVING WAGE PAID:



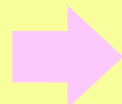
This means: Tchibo makes no claim and no public evidence was found that its suppliers are paying a living wage. → Tchibo should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

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



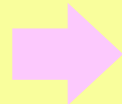
Tchibo should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

Tchibo 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.



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

Tchibo 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.



Tchibo 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.

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

- Asia Floor Wage Living Wage Benchmark
- Fair Wear Foundation Wage Ladders

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

Tchibo says it publicly reports on programmes or methodologies to address gender pay gaps in supplier factories.

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

Tchibo 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