

TOKMANNI

BRANDS:

Pola	Vaeltaja	Noixx
Pola Plus	Peuhu	
Elea	R-Cover	
Force New Attitude	Future TT Sport	
Mendio		

SUPPLY CHAIN TRANSPARENCY:



Tokmanni discloses some information on the production units in its supply chain. → Tokmanni 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.

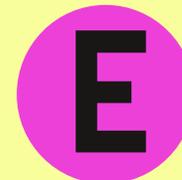
see: transparencypledge.org

Formal name: Tokmanni Group Oyj
 HQ: Finland
 Revenue 2018: € 944 300 000
 Profit 2018: € 70 400 000

Direct suppliers: 217
 Sub-contractors: 83
 according to brand

Top production countries: China
 Bangladesh
 Turkey

LIVING WAGE PAID:



This means: No evidence on Tokmanni's claims is public and no plausible explanation is given. → Tokmanni needs to ensure full transparency in order to demonstrate its implementation of a living wage at the factory level.

Tokmanni has made no commitment that we can find to ensure a living wage is paid across its supplier network.



Tokmanni should commit publicly to ensuring a living wage is paid across its supply chain.

Tokmanni has no public plan describing how to improve wages for workers across its supplier network.



Tokmanni should commit to a published plan describing how a living wage will be achieved in a reasonable time-frame.

No evidence was found that Tokmanni takes steps to safeguard wages when they are in price negotiations with suppliers. This allows suppliers to put profit margins ahead of wage security for workers.



Tokmanni should isolate labour from other production costs, so its suppliers do not cut wages in order to negotiate lower prices.

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)

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

Tokmanni 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