

# UNDER ARMOUR

## BRANDS:

Under Armour

Formal name: Under Armour Inc.  
HQ: United States  
Revenue 2018: € 4 673 439 808  
Profit 2018:

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

Top production countries:

## SUPPLY CHAIN TRANSPARENCY:



Under Armour discloses name, address, parent company, type of product and number of workers for most production units fully in line with the Transparency Pledge and provides factory names and addresses in a machine-readable format. → Under Armour should provide a breakdown by gender of the wages paid by its suppliers.

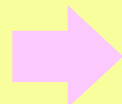
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



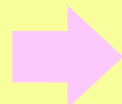
This means: Under Armour makes no claim and no public evidence was found that its suppliers are paying a living wage. → Under Armour should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at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

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



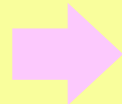
Under Armour should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

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



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

No evidence was found that Under Armour 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.



Under Armour 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:  
- FLA Wage Ladders

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

Under Armour 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