

# UNIQLO

## BRANDS:

Uniqlo  
J Brand  
Comptoir des  
Cotonniers

GU  
Princesse Tam-Tam  
Theory  
Helmut Lang

Formal name: Fast Retailing .co.Ltd  
HQ: Japan  
Revenue 2018: € 18 354 608 162  
Profit 2018: € 2 035 932 298

Direct suppliers: 576  
Sub-contractors: ?  
according to brand

Top production countries:

## SUPPLY CHAIN TRANSPARENCY:



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

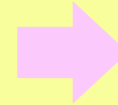
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



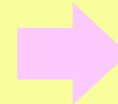
This means: Uniqlo makes no claim and no public evidence was found that its suppliers are paying a living wage. → Uniqlo should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

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



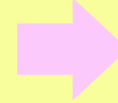
Uniqlo should commit publicly to ensuring a properly defined living wage is paid across its supply chain.

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



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

No evidence was found that Uniqlo 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.



Uniqlo 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:  
- Asia Floor Wage Living Wage Benchmark  
- FLA Wage Ladders

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

Uniqlo 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