

# ZEEMAN

BRANDS:

**Zeeman**

Formal name: Zeeman textielSupers

HQ: Netherlands

Revenue 2018:

Profit 2018:

Direct suppliers: 184

Sub-contractors: ?

according to brand

Top production countries: China  
Bangladesh  
Pakistan

## LIVING WAGE PAID:



This means: Zeeman makes no claim and no public evidence was found that its suppliers are paying a living wage. → Zeeman 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.

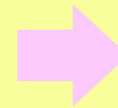
## SUPPLY CHAIN TRANSPARENCY:



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

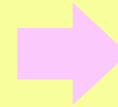
see: [transparencypledge.org](https://transparencypledge.org)

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



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

Zeeman 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.



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

Zeeman 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.



Zeeman 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
- TUV calculation of a LW

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

Zeeman 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