

Zara (Inditex Group)

Code of Conduct?



ETI Member?



Wages:

Policy:

Legal minimum

"The External Manufacturers and Workshops shall comply with the local legislation in force with regard to labour matters. They shall pay their employees at least the minimum wage established by Law for each professional category."

Source:

http://www.inditex.com/en/corporate_responsibility/social_dimension/code_conduct

LBL Comments:

Legal minimum/industry benchmark is often not enough to live off. What does Zara do in these circumstances?

Freedom of Association:

Policy:

"The External Manufacturers and Workshops shall respect the rights of the employees to associate or organise themselves or to bargain collectively, in no case shall employees be subjected to any kind of sanction because of this."

Source:

http://www.inditex.com/en/corporate_responsibility/social_dimension/code_conduct

LBL Comments:

Methods of Monitoring and Verification:

Policy:

"The External Manufacturers and Workshops authorise Inditex itself or through third parties to carry out inspections, which guarantee the observance of this Code, providing these supervisors with access to the necessary documentation and means to ensure this process." (1)

"Programme for the Verification of Compliance with the Code of Conduct for External Manufacturers and Workshops: Under these programmes, social audits are performed by independent third parties in accordance with international standards, to determine the level of compliance with the Code. If necessary, these audits can result in corrective action plans." (2)

Source:

(1)

http://www.inditex.com/en/corporate_responsibility/social_dimension/code_conduct, (2)

http://www.inditex.com/en/corporate_responsibility/social_dimension

/social_action

LBL Comments:

What proportion of factories are audited for social conditions? How are the audits conducted? Are audits announced? Do they involve consultation of local stakeholders?