



This is a repository copy of *The ineffectiveness of CSR : understanding garment company commitments to living wages in global supply chains.*

White Rose Research Online URL for this paper:
<https://eprints.whiterose.ac.uk/173542/>

Version: Supplemental Material

Article:

LeBaron, G., Edwards, R., Hunt, T. orcid.org/0000-0002-0266-4818 et al. (2 more authors) (2021) The ineffectiveness of CSR : understanding garment company commitments to living wages in global supply chains. *New Political Economy*, 27 (1). pp. 99-115. ISSN 1356-3467

<https://doi.org/10.1080/13563467.2021.1926954>

Reuse

This article is distributed under the terms of the Creative Commons Attribution-NonCommercial-NoDerivs (CC BY-NC-ND) licence. This licence only allows you to download this work and share it with others as long as you credit the authors, but you can't change the article in any way or use it commercially. More information and the full terms of the licence here: <https://creativecommons.org/licenses/>

Takedown

If you consider content in White Rose Research Online to be in breach of UK law, please notify us by emailing eprints@whiterose.ac.uk including the URL of the record and the reason for the withdrawal request.



eprints@whiterose.ac.uk
<https://eprints.whiterose.ac.uk/>

Weaponising CSR? Garment Company Commitments to Living Wages in Global Supply Chains

Table 1. Responses to the CCC survey

Completed the survey (14)	Did not complete the survey but provided some relevant information on the survey themes (5)	Did not complete the survey and did not provide any information (1)
<p>Adidas</p> <p>C&A</p> <p>Decathlon</p> <p>Fast Retailing / Uniqlo</p> <p>G-Star RAW</p> <p>Gucci</p> <p>H&M</p> <p>Inditex</p> <p>Nike</p> <p>Primark</p> <p>Puma</p> <p>PVH</p> <p>Tchibo</p> <p>Under Armour</p>	<p>Amazon</p> <p>Fruit of the Loom</p> <p>GAP</p> <p>Levi Strauss</p> <p>Zalando</p>	<p>Hugo Boss</p>

Table 2. External initiatives that companies are members of or associate themselves with
[present in landscape in final version]

		Action, Collaboration, Transformation (ACT)	German Textile Initiative and Dutch Textile Covenant	Fair Labor Association	Fair Wage Network's Fair Wage Method	Ethical Trading Initiative (ETI)	ILO Better Work	IndustriALL Global Framework Agreements	Sustainable Apparel Coalition	Social Accountability International	Social and Labour Convergence Project	Total
Survey respondents	Adidas		x	x	x		x		x		x	6
	C&A	x	x		x				x			4
	Decathlon									x		1
	G-Star RAW ¹		x		x		x		x		x	5
	Gucci				x				x	x	x	4
	H&M	x	x		x	x	x	x	x		x	8
	Inditex	x				x	x	x	x		x	6
	Nike			x			x		x		x	4
	Primark	x	x			x	x		x			5
	Puma		x	x	x		x		x		x	6
	PVH	x		x			x		x	x	x	6
	Tchibo	x	x			x		x		x		5
	Under Armour			x					x			2
	Uniqlo			x			x		x		x	4
Non-respondents	Amazon											0
	Fruit of the Loom			x			x					2
	GAP					x	x		x		x	4
	Hugo Boss		x	x								2
	Levi Strauss						x		x		x	3

¹ G-Star RAW became a member of ACT in September 2019 but at the time of the company completing the CCC survey and during our period of analysis they were not a member.

	Zalando	x					x		x		x	4
--	---------	---	--	--	--	--	---	--	---	--	---	---

Table 3. Company and MSI wage requirements analysed against the CCC definition of a living wage²

Key:			
CCC's living wage definition is comprised of four necessary components. The wage must: 1 - cover the basic needs of the worker; 2 - provide discretionary income; 3 - cover the needs of the worker's family; 4 - be earned in a standard working week.			
MSIs require company supplier codes of conduct to pay wages that include the following components of the CCC definition:			
Action, Collaboration, Transformation (ACT): 1, 2, 3 & 4	Fair Labor Association (FLA): 1 & 2	Fair Wage Network (FWN): 1	Ethical Trade Initiative (ETI): 1 & 2

	Living Wage definition provided in their survey response	Wage criteria included in their Supplier Code of Conduct (SCoC)	MSI associations	Does the SCoC align with the living wage definition of the MSI?
Adidas	1,2	1,2,4*	FLA, FWN	yes, yes
C&A	1,2,3,4	1,2,3,4	ACT, ETI	yes, yes
Decathlon	1	1	-	-
G-Star RAW	1,2,3,4	1,2	FWN	yes
Gucci	1,2,4	1,2,4	FWN	yes
H&M	1,2,3,4	1,2,3	ACT, FWN, ETI	no, yes, yes
Inditex	1,2,3	1,2,3,4	ACT, ETI	no, yes
Nike	1,2	1,2,4*	FLA	yes
Primark	1,2,3	1,2,4	ACT, ETI	no, yes
Puma	1,2,4	1,2,4*	FWN, FLA	yes, yes
PVH	1,2,4	1,2,4*	ACT, FLA	no, yes
Tchibo	1,2,3	1,2,3,4	ACT, ETI	no, yes
Under Armour	1,2,4	1,2,4*	FLA	yes
Uniqlo	1,2	1	FLA	no
Amazon	Did not respond	-	-	-

² An earlier version of Table 4 appeared in Edwards, Hunt & LeBaron, 2019.

Fruit of the Loom	Did not respond	1,2,4	FLA	yes
GAP	Did not respond	1,2*	ETI	yes
Hugo Boss	Did not respond	1,2,4*	FLA	yes
Levi Strauss	Did not respond	-	-	-
Zalando	Did not respond	4	ACT	no