"Promoting Workplace Compliance including in Global Supply Chains: The role of Economic and Social Councils and similar social dialogue institutions"

The Hague, 29-30 October 2015
No. of suppliers(*) with purchase and active factories in 2014 (**) 

Total suppliers: 1,625 
Total factories: 5,382 

**Europe (non-EU)**
- 160 suppliers
- 1,042 factories

**European Union**
- 491 suppliers
- 1,858 factories

**America**
- 80 suppliers
- 359 factories

**Asia**
- 759 suppliers
- 1,816 factories

**Africa**
- 135 suppliers
- 307 factories

(*) Suppliers of fashion items, mainly clothing, footwear and accessories, with a production of over 20,000 units. Suppliers with smaller production account for 0.43% of total production.

(**) Textile, footwear and accessories factories declared as active by suppliers of fashion items – mainly clothing, footwear and accessories – with a production of over 20,000 units.
What shapes our Activities?

• Flexible Sourcing Strategy creates *Dynamic Challenges*.

• Inditex Supply Chain needs *Non–Traditional and Innovative solutions*.

• People from *Various backgrounds and strengths* are needed, both within the organization and outside.
89% of Production directly covered under the Internal Compliance Teams

100% of Production covered under Assessments
Organization of the Clusters.

• Responsible to implement the general activities on CSR Engagement.

• Responsible for identifying the key challenges and implement programs for mitigating them.

• Regional Responsibility on Mentoring and Monitoring.
Inditex Approach: Engagement.

- **Suppliers**
- **Factories**:
  - Factory 1
  - Factory 2
- **Subcontractors**
- **Third Party Assessors**
- **Diagnosis (Audits)**
- **CAP**
- **Internal CSR Teams**
- **Projects**
  - Unions
  - NGOs
  - ILO
  - Industry
  - Brands
  - Government
  - Technical Institutes

**TRACEABILITY**

**MONITORING**

**CAPACITY BUILDING**

**PROJECTS**
What means the Global Framework Agreement with IndustriALL?

• A direct communication line between the workers of our suppliers and their factories and Inditex.

• Involving workers in the continuous improvement of the factories through their representatives.

• Try to create mechanisms at the factory level to train workers and employers in solving their problems.