



Survey: Jordan garment sector supply chain due diligence (2018)

Company: Hanesbrands

1. Please explain your approach to mapping human rights risks in your Jordanian supply chain and whether you work with any local partners in doing so.

Hanesbrands, Inc. ("HBI") has been working in Jordan for well over a decade and sources now largely from Classic Fashions. HBI has been a close partner with the Better Work program and HBI has dedicated compliance person on the Hanes CSR staff based in Jordan only minutes from the Classic facilities.

2a. Does your company have a human rights policy which addresses worker rights in your supply chain?

HBI's Global Standards for Suppliers ("GSS") can be found at www.hanesforgood.com

2b. Does your company have a specific policy prohibiting discrimination and exploitative practices against migrant workers and refugees?

See the HBI GSS. Although there is not a specific policy on migrant workers, HBI believes its discrimination policy encompasses this. It is certainly enforced that way through HBI's very detailed audit scorecard and audit process.

2c. Does your company have a specific policy on migrant worker recruitment that specifies: no payment of recruitment fees, no document confiscation, a written employment contract?

HBI has specific guidelines and a policy on worker recruitment and worker recruitment fees.

3. How many first tier suppliers based in Jordan does your company have and have you traced your supply chain beyond the first tier?

We source the vast majority of our product in Jordan from Classic Fashions and a very small amount from United Creations.

4. What steps does your company take to ensure that your policies and standards are implemented by first tier suppliers and suppliers beyond the first tier in your Jordanian supply chain?

As noted above, HBI has a compliance person on its CSR team that is essentially fully dedicated to Jordan. He, and external compliance auditors, use HBI's detailed, 265 question scored audit protocol to evaluate our facilities.

5. How does your company monitor the compliance of first tier suppliers and suppliers down the supply chain with your policies and standards?

See above. External auditors audit the facilities annually on an unannounced basis.

6. Please explain how you monitor recruitment systems used by your suppliers to employ migrant labour.

HBI has a recruitment policy. HBI's internal compliance team routinely interviews workers to ensure compliance.

7a. In the last year has your monitoring uncovered instances of inadequate, unsafe or unsanitary worker accommodation?

Nothing of significance. Minor health and safety issues were found at Classic. HBI also found minor exceedances of OT limits.

7b. In the last year has your monitoring uncovered instances of health & safety violations in the workplace?

Nothing of significance. Minor health and safety issues were found at Classic. HBI also found minor exceedances of OT limits.

7c. In the last year has your monitoring uncovered instances of workers being forced to work excessive overtime or not paid overtime at the correct rate?

Nothing of significance. Minor health and safety issues were found at Classic. HBI also found minor exceedances of OT limits.

7d. In the last year has your monitoring uncovered instances of workers being subjected to sexual harassment or other abuse?

Nothing of significance. Minor health and safety issues were found at Classic. HBI also found minor exceedances of OT limits.

8a. In the last year has your monitoring uncovered instances in your supply chain where migrant workers have been charged recruitment fees?

None.

8b. In the last year has your monitoring uncovered instances in your supply chain where migrant workers have not been paid the minimum wage (or contractually agreed amount)

None.

8c. In the last year has your monitoring uncovered instances in your supply chain where migrant workers have had their passports retained by factories or other agents?

None.

8d. In the last year has your monitoring uncovered instances in your supply chain where migrant workers have been deceived in the recruitment process regarding salary level and/or employment conditions?

None.

9. What process does your company expect the supplier to follow when breaches of its policies or applicable regulations are identified and how do you verify corrective action has been taken?

We expect immediate attention to issues identified. As noted above, HBI has a dedicated compliance person in the factory on a continuous basis. Remediation is overseen in real-time.

10. How does your company ensure that it engages effectively with workers in its Jordanian supply chain?

Because of the presence of HBI's compliance person in Jordan, it is able to conduct frequent and confidential worker interviews where it focuses on harassment and recruiting issues. It engages interpreters where necessary. Classic, for example, also has an internal hotline and suggestion box systems to receive worker complaints.

11. Do any of your company's suppliers in Jordan currently employ Syrian refugees?

Classic has hired 40 Syrian refugee operators through the UNCHR. It will hire 40 more in both March and June of 2018, and every 3 months thereafter.

12. What (if any) steps is your company taking to help integrate Syrian refugees into your supply chain?

They are treated the same as all operators, regardless of their nationality.

13. How are you safeguarding (or planning to safeguard) the rights of Syrian refugees working in your supply chain and what steps are you (will you be) taking to ensure other local or migrant workers have decent access to work as employing Syrian refugees becomes more common?

See above.

14. How does your company evaluate the impact of its purchasing practices on the capacity of your suppliers or factories in Jordan to ensure decent working conditions including a living wage?

Given the size of Classic and the significant relationship HBI has with Classic, its sourcing and procurement teams work very closely with Classic in placing volume with them.

15. How does your company ensure freedom of association for all workers in its supplier factories in Jordan?

Classic has PICC's, and they work with local unions and Better Work to support them.

16. Please provide any further information regarding your company's activities in Jordan which you think are relevant.

Company provided no additional information.