

## Questions for garment brands re Syrian refugees in Turkey

### Policy:

1. Does your company have a policy specifically prohibiting discrimination & exploitative practices against Syrian refugees? (If so please provide a link to this policy or provide it as an attachment). How is this policy communicated to suppliers in Turkey?

**Nike has long had such policies concerning discrimination toward any “foreign workers,” in our Code of Conduct:**

[http://www.nikeresponsibility.com/report/uploads/files/Nike\\_Code\\_of\\_Conduct.pdf](http://www.nikeresponsibility.com/report/uploads/files/Nike_Code_of_Conduct.pdf)

**In addition, details of standards against discrimination are included on pages 1-4 in our Code Leadership Standards (CLS) for all our contract factories, including those in Turkey.**

[http://www.nikeresponsibility.com/report/uploads/files/NIKE\\_INC\\_Code\\_Leadership\\_Standards.pdf](http://www.nikeresponsibility.com/report/uploads/files/NIKE_INC_Code_Leadership_Standards.pdf)

**As part of our ongoing factory review and auditing, we verify compliance of all our suppliers against these requirements.**

### Audits/risk assessment:

2. How many first tier Turkish suppliers does your company have?

**Nike has six contract factories in Turkey. For more information on these and other contract factories in Nike’s supply chain, please see our Interactive Manufacturing Map:**

<http://manufacturingmap.nikeinc.com>

3. How many have been audited since 1 Jan 2015? What percentage of audits have been unannounced?

**All of Nike’s contract factories have been audited within the past year and each of the audits has been unannounced.**

4. Does your company carry out audits beyond the first tier? If so what percentage of second & third tier Turkish suppliers have been audited since 1 Jan 2015 and what percentage of these audits have been unannounced?

**No.**

5. Do the audit & monitoring teams have Arabic-speakers who have received special training tailored to the situation of Syrian refugees, and do they speak with the workers confidentially?

**Yes.**

6. How does your company address the possibility of undeclared subcontracting in its supply chain?

**Nike specifically prohibits “production work outside of the regular work place” by contract factory workers and details of Nike’s policy are on page 2 of CLS under “Regular Employment”:**

[http://www.nikeresponsibility.com/report/uploads/files/NIKE\\_INC\\_Code\\_Leadership\\_Standards.pdf](http://www.nikeresponsibility.com/report/uploads/files/NIKE_INC_Code_Leadership_Standards.pdf)

7. Has your company identified supplier factories employing Syrian refugees in 2015? If the answer is yes please state how many factories, if possible

**No, we're not aware of any Syrian refugees employed by Nike contract factories.**

8. Has your company identified supplier factories employing Syrian child refugees in 2015? If the answer is yes please state how many factories, if possible.

**No. Nike's Code of Conduct and CLS require that contract factory employees must be age 16 or over the age for completion of compulsory education or country legal working age, whichever is higher:**

[http://www.nikeresponsibility.com/report/uploads/files/Nike\\_Code\\_of\\_Conduct.pdf](http://www.nikeresponsibility.com/report/uploads/files/Nike_Code_of_Conduct.pdf)

#### **Remediation:**

9. When Syrian refugees are identified at a supply factory, what process does your company expect the supplier to follow? In particular please state whether they remain in employment.

**Nike's CLS prohibits contract factories from hiring foreign workers who are not legally authorized to work within the receiving country. Any illegal foreign workers knowingly hired by the contractor or hired due to inadequate hiring practices are entitled to repatriation. See CLS "Employment is Voluntary" page 4**

[http://www.nikeresponsibility.com/report/uploads/files/NIKE\\_INC\\_Code\\_Leadership\\_Standards.pdf](http://www.nikeresponsibility.com/report/uploads/files/NIKE_INC_Code_Leadership_Standards.pdf)

10. Does your company have a remediation plan that addresses instances of discrimination/abuse against Syrian refugees in its supply chain? If yes please provide details of the plan, how it is communicated to refugees, and examples of outcomes if available.

**We're not aware of any Syrian refugees employed by Nike contract factories.**

11. Does your company work with any local NGOs or trade unions to provide remediation services to refugees?

**As a member of the Fair Labor Association, Nike supports the FLA's efforts to establish a dialogue with the Turkish government on this issue. (Representatives of the government and FLA are scheduled to meet for discussions on 11 January.)**

12. As Syrian refugees cannot receive social security benefits at this time, is your company taking steps to ameliorate the impact of this?

**Nike is supporting the efforts of the FLA as an industry organization to engage with Turkish government on this issue.**

#### **Capacity building**

13. Has your company undertaken any specific training with its first tier suppliers on this issue?

**We have reminded our contract factories in Turkey through additional training of our CLS policies on this topic.**

14. What steps has your company taken to ensure that your policies/approach are being implemented by suppliers beyond the first tier?

**We have reminded our contract factories in Turkey through additional training of our CLS policies on this issue. We also have asked our contract factories to follow these practices in overseeing their own suppliers.**

#### **Stakeholder engagement**

15. Does your company engage with local civil society groups and trade unions on this issue, for instance, in negotiating a policy position & carrying out risk mapping?

**Nike is a member of the FLA and supports their efforts in addressing this issue with the Turkish government.**

16. Does your company work with trade unions on identifying health & safety risks for Syrian refugees (where communication may be difficult)?

**We have participated in meetings between other brands and labor unions on a variety of issues involving workers.**

17. Does your company work with trade unions or other partners to offer training and education programmes for refugees?

**No.**

18. Has your company engaged the Turkish Government regarding the legal framework for Syrian refugees?

**As a member of the FLA, Nike supports the efforts of the FLA to establish a dialogue with the Turkish government on this issue.**

#### **Other information**

Please provide any further information regarding your company's activities on this issue which you think are relevant.