

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?

Audits/risk assessment:

2. How many first tier Turkish suppliers does your company have?
3. How many have been audited since in the last year? What percentage of audits have 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 in the last year and what percentage of these audits have been unannounced?
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?
6. How does your company address the possibility of undeclared subcontracting in its supply chain?
7. Has your company identified supplier factories employing Syrian refugees in the last year? If the answer is yes please state how many factories, if possible
8. Has your company identified supplier factories employing Syrian child refugees in the last year? If the answer is yes please state how many factories, if possible

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.
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.
11. Does your company work with any local NGOs or trade unions to provide remediation services to refugees?
12. As Syrian refugees cannot receive social security benefits at this time, is your company taking steps to ameliorate the impact of this?

Capacity building

13. Has your company undertaken any specific training with its first tier suppliers on this issue?
14. What steps has your company taken to ensure that your policies/approach are being implemented by suppliers beyond the first tier?

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?

16. Does your company work with trade unions on identifying health & safety risks for Syrian refugees (where communication may be difficult)?
17. Does your company work with trade unions or other partners to offer training and education programmes for refugees?
18. Has your company engaged the Turkish Government regarding the legal framework for Syrian refugees?

Other information

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