**1. Whether Inditex has required the factories in their supply chain to withdraw all criminal complaints related to the protests in Ashulia?**

As you know, the workers in the Ashulia area started a wage strike on 21 December 2016 in 59 factories. In connection with it, hundreds of workers were threatened with criminal complaints after their protests, and at least eleven union leaders and worker rights advocates were detained or arrested. Inditex took immediate steps towards the two factories of its supply chain involved in the case in order to defend workers' legitimate rights.

Inditex has individually contacted these suppliers that could have any direct/indirect relation with factories with presence in Ashulia area in order to urge them to respect as well as to remediate any harm to the right of freedom of association and collective bargaining of workers and labour union in particular.

In this sense, Inditex has required them, among other measures, to take all the needed actions to comply with the following points:

* Withdraw all criminal complaints against workers and worker rights advocates, whether named or unnamed, related to the Ashulia protests.
* Offer reinstatement to all workers were suspended, terminated, or pressured to resign following these wage protests.
* The remediation of any harm to the right of freedom of association and collective bargaining of workers and labour union in particular.

Apart from these above mentioned measures, Inditex has taken several measures to enforce application of international labour regulations as well as its Code of Conduct for Manufactures and Suppliers[[1]](#footnote-1) with regards Ashulia suppliers. Among the most relevant ones following can be mentioned:

- On 4th of January, Inditex among other brands, sent a letter to the Bangladesh Prime Minister Sheikh Hasina urging the Government of Bangladesh to "take immediate steps to ensure the protection of the workers’ rights, with special attention to the legitimate representatives of the workers who have been arrested".

- Regular contact with IndustriaLL Global Union to give both international and local support though the Global Framework Agreement scheme. Several actions are studied.

- Ongoing meetings of the Inditex Sustainability Department in Bangladesh with relevant local stakeholders.

**2. Whether Inditex has required their supply chains to reinstate all factory workers suspended or fired related to the Ashulia protests?**

As elaborated above, yes. Even when Inditex is conscious that its influence among Bangladeshi suppliers is limited because its manufacturing model has more production in proximity areas near Spain, Inditex will not stop until assuring measures to protect workers’ rights. Inditex will continue taking as many actions as needed in co-operation with global unions, brands, NGO and any other civil society representatives to defend worker rights.

1. *“Manufacturers and suppliers shall ensure that their employees, without distinction, have the right of association, union membership and collective bargaining. No retaliation may arise from the exercise of such right and no remuneration or payment whatsoever may be offered to the employees in order to hinder the exercise of such a right. Likewise, they shall adopt an open and collaborative attitude towards the activities of Trade Unions.*

   *Workers’ representatives shall be protected from any type of discrimination and shall be free to carry out their representative functions in their workplace. Where the rights to Freedom of Association and Collective Bargaining are restricted under law, the appropriate channels to ensure a reasonable and independent exercise of such rights must be designed”.* See http://www.inditex.com/en/sustainability/suppliers/code\_conduct [↑](#footnote-ref-1)