

# 2022 FLA FAIR COMPENSATION STRATEGY STATUS: PUBLIC COMMITMENT



## Introduction

**All FLA-accredited companies and suppliers publicly commit to fair compensation for workers** through their standards, blueprints, data collection methods, and responsible purchasing and production practices. The FLA's five-year 2020 Fair Compensation Strategy requires Participating Companies and Participating Suppliers to collect wage data to analyze the living wage gap in their supply chains (2020); have a blueprint action plan (2020); and publicly commit to this right for workers (2021). Companies use the FLA Fair Compensation Toolkit to measure average workers' wages against the [Global Living Wage Coalition](#) estimates to identify living wage gaps, risks, and ensure progress. See the status reports on [wage data](#) and [blueprints](#) from 2021.

Moving forward, each FLA accredited company must meet the requirements laid out in the 2020 Fair Compensation Strategy. Companies will be assessed annually for improvement. In the next phase of its fair compensation work, FLA provide guidance to companies on effective public reporting of fair compensation progress. Also, FLA will begin implementation of living wage pilots to field-test strategies for improving workers' wages.

- ▶ **Uphold the worker's right to fair compensation**  
*Reference the FLA code and your company's aligned code of conduct and compliance benchmarks*
- ▶ **Highlight the company's work with FLA and fair compensation priorities, goals, and details**  
*Summarize the content of the blueprint*
- ▶ **Share how the company measures and reports living wage progress**  
*Include a commitment to report progress regularly*
- ▶ **Include the role of accountability to uphold living wages**  
*Highlight responsible purchasing and production practices and civil society engagement*



## Fair Compensation Public Commitment Status of Accredited Participating Companies and Participating Suppliers

COMPANY	STATUS	COMPANY	STATUS
47 Brand	<a href="#">Published</a> ✓	Maxport	<a href="#">Published</a> ✓
adidas	<a href="#">Published</a> ✓	Mountain Equipment Co-op (MEC)	<a href="#">Published</a> ✓
arena Group	<a href="#">Published</a> ✓	New Balance	<a href="#">Published</a> ✓
Burton Snowboards	<a href="#">Published</a> ✓	New Era	<a href="#">Published</a> ✓
Colosseum	<a href="#">Published</a> ✓	Nike	<a href="#">Published</a> ✓
Fanatics Apparel, Inc.	<a href="#">Published</a> ✓	Outerknown	<a href="#">Published</a> ✓
Fast Retailing	<a href="#">Published</a> ✓	Outerstuff	<a href="#">Published</a> ✓
Fenix Outdoor AB	<a href="#">Published</a> ✓	Patagonia	<a href="#">Published</a> ✓
Fruit of the Loom	<a href="#">Published</a> ✓	Pou Chen Group	<a href="#">Published</a> ✓
Gildan	<a href="#">Published</a> ✓	prAna	<a href="#">Published</a> ✓
Gore Wear	<a href="#">Published</a> ✓	PUMA	<a href="#">Published</a> ✓
Hanesbrands	<a href="#">Published</a> ✓	SanMar	<a href="#">Published</a> ✓
Hugo Boss	<a href="#">Published</a> ✓	Under Armour	<a href="#">Published</a> ✓
Kathmandu	<a href="#">Published</a> ✓	Volcom	<a href="#">Published</a> ✓
Lakeshirts	<a href="#">Published</a> ✓	Yee Tung Group	<a href="#">Published</a> ✓
Mainland Headwear	<a href="#">Published</a> ✓		