

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?
2. How do you evaluate the impact of these policies over your suppliers?

Audits/risk assessment:

3. How many first tier Turkish suppliers does your company have?
4. How many have been audited in the last year? What percentage of audits have been unannounced?
5. 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?
6. Do the audit & monitoring teams have Arabic-speakers who have received training tailored to the situation of Syrian refugees, and do they speak with the workers confidentially?
7. How does your company address the possibility of undeclared subcontracting in its supply chain?
8. 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. Has there been any increase in the number of refugees working in your supply chain?
9. 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
10. How does your company evaluate the impact of its purchasing practices on the capacity of your suppliers of factories to ensure decent working conditions and avoid discrimination?

Remediation:

11. What process does your company expect the supplier to follow when Syrian refugees are identified working in their factory? In particular please state whether they remain in employment without discrimination and whether the supplier is expected to support them in gaining a work permit.
12. 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.
13. Does your company work with any local NGOs or trade unions to provide remediation services to refugees? Has this become easier or more difficult in the last year?

Capacity building:

14. Does your company support first-tier suppliers in their employment of Syrian refugees? For example, by providing training or support to obtain work permits
15. What steps has your company taken to ensure that your policies/approach are being implemented by suppliers beyond the first tier?

Stakeholder engagement:

16. 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? Has this become easier or more difficult in the last year?
17. Does your company work with trade unions on identifying health & safety risks for Syrian refugees (where communication may be difficult)?
18. Does your company work with trade unions or other partners to offer training and education programmes for refugees?
19. Has your company engaged the relevant ministries in the Turkish Government regarding the legal framework for Syrian refugees (e.g. as part of a collective action)?

Other information:

Please provide any further information regarding your company's activities on this issue which you think are relevant. Please include insights on how the rapidly changing political and legal context in Turkey might have impacted your capacity to act on this issue.