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INDITEX

Arteixo (A Coruña), Spain, 18th January 2022

First of all, we would like to note that Inditex takes this kind of issues extremely seriously. Inditex has a strict Code of Conduct that requires all factories that make up our supply chain to pay legal wages as a minimum, and also states that wages should always be enough to meet at least the basic needs of workers and their families and any other which might be considered as reasonable additional needs.

The specific case relates to a supplementary payment to workers within the Indian state of Karnataka that form part of court proceedings, which are pending resolution. In spite of this, as soon as we were aware, we engaged the 8 factories we work with in the area to urge them to make this supplementary (VDA) payment ahead of the court resolution. They are progressively making these payments.

In addition, we would like to let you know that The Guardian's article referred (<https://www.business-humanrights.org/en/latest-news/india-clothing-brands-accused-of-indifference-and-inaction-as-garment-workers-go-hungry-in-biggest-wage-theft-seen-in-the-fashion-industry/>) has been updated, including our position: <https://www.theguardian.com/global-development/2021/dec/16/worst-fashion-wage-theft-workers-go-hungry-as-indian-suppliers-to-top-uk-brands-refuse-to-pay-minimum-wage>

Inditex Sustainability Department