



9 August, 2016

Dear Business and Human Rights Resource Centre,

Thank you for providing us with an opportunity to respond to the recent report “Labour on a Shoestring” Footwear manufacturing in Eastern Europe which has given us interesting insights in the generally under-reported working conditions in Eastern Europe.

Bata Europe is producing 15% of its products from its own manufacturing facility in the Czech Republic which is constantly monitored and third party audited (SGS), Otherwise Bata Europe is sourcing 35% mainly from Italian suppliers which have also facilities or subcontractors in the Balkans or Eastern Europe. All our suppliers have signed the Bata Supplier Code of Conduct, and as such it obliges them or their subcontractors and/or agents to operate their respective businesses in compliance with the requirements of the Bata Supplier Code of Conduct.

Bata Europe understands and recognizes the concept of a living wage. However, it also acknowledges and understands that there is currently no commonly recognized standard for the determination and implementation of a living wage. Bata Europe expects its suppliers to provide remuneration and benefits that comply with local laws or, in the absence of local laws, which are fair and competitive both within the footwear industry and within the local community in which the supplier operates.

We will be intensifying our oversights in this area in order to be absolutely certain that facilities producing for Bata abide by such conditions.