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Supply Chain Social Responsibility

Commitments

- **Partner with supply chain facilities on continuous improvement**
 - **Increase supply chain transparency**
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Goals

- **Strengthen vendor training and factory worker grievance program (Ongoing)**
 - **Publish multi-tiered supplier map (Achieved)**
-

Achievements

- **Grievance program continued for a few key suppliers in China**
 - **Expanded supplier training in FY2020**
 - **New vendor scorecard rolled out in FY2021 to evaluate supply chain for social responsibility**
 - **100% of Tier 1 supplier factories assessed**
 - **Published list of key Tier 1 and Tier 2 suppliers**
-

Our Approach

From growing and processing raw materials, to spinning fibers into fabric, to producing our clothing and accessories, we represent everyone along our supply chain. This is both an opportunity and responsibility for us to help drive positive change in the fashion industry. That's why, as a global, iconic company, we apply our scale, resources, and expertise to help our supplier partners implement best-in-class practices each step of the way.

Promoting Industry Improvements

The fashion industry supply chain has been improving working conditions, human rights, health and safety, work hours, and wages over the years. But ongoing improvements, training, and monitoring are still necessary. For more than a decade, our supply chain social responsibility program has reflected our strong commitment to help suppliers implement best practices in safe and fair labor and achieve meaningful improvements in the lives of their workers. Our program highlights four areas—factory approvals, supplier training and education, factory monitoring, and remediation when necessary. Together, our emphasis on supplier engagement and collaboration with other brands helps to support and protect apparel industry workers.

Conformity and Collaboration

All GUESS suppliers must sign and agree to our Supplier Code of Conduct, which details our requirements for human rights, health and safety, labor, ethics and decent work, payment, and administration. We also require factories to provide evidence of their social compliance record with audit reports and certificates issued by peer companies, third-party audit and certification bodies, or multi-stakeholder organizations. Throughout our ongoing relationship with suppliers, we ensure continued conformity through our focus on education, monitoring, and remediation.

In FY2020, GUESS completed supplier factory training in 3 key sourcing areas, Turkey, Vietnam, and India, reaching 163 representatives from 80 suppliers or factories.

Supplier Education and Knowledge Sharing Training

Training factory personnel helps to increase their awareness and understanding of the GUESS Supplier Code of Conduct, with the goal of preventing social and environmental missteps. By taking a proactive educational approach, we can help suppliers recognize their areas for improvement, identify root causes of any non-compliance issues, and build compliance capacity. We provide two main types of supplier training and education:

1. One-on-one initial training for every new supplier at onboarding. This introduces them to our social compliance program and details our requirements and expectations.
2. Continued onsite training for established suppliers. This training addresses specific practices at the factory level, with the aim of getting the best performance from suppliers throughout our relationship. In keeping with our desire to engage rather than continuously monitor suppliers, we expand and update training based on supplier needs and feedback.

We also believe it is valuable for suppliers to meet each other in an educational setting. As members of the GUESS supply chain, they are part of a team contributing to our shared success, so we bring various suppliers together for opportunities to openly discuss their challenges, experiences, and solutions with each other. Over time, this best practice can help improve practices across the fashion industry supply chain.

In FY2021, we rolled out a new tool for evaluating our supply chain at the supplier factory level. With more than 50 key performance indicators, this comprehensive vendor scorecard covers social responsibility, environmental management, innovation, and other topics. The tool includes historical results, corrective action plan outcomes, participation in GUESS training, productivity, and other measures so we can readily assess supplier performance and improvement over time.

Social Compliance Show-Stoppers

Occasionally our assessments and other supplier interactions identify significant and urgent concerns that cannot be remediated. When these “show-stoppers” are identified, GUESS either ceases work with a supplier factory pending investigation, or terminates the onboarding process for a new supplier. In FY2020 – 2021, we did not have to eliminate any supplier factories from our supply chain due to show-stopper non-compliances. However, in

FY2021 we eliminated 1 supplier from our supply chain due to a ban on sourcing from the geographical area where the supplier was located. Show-stopper findings significantly declined during the FY2020 – 2021 reporting year. This can be associated with changes in the supply chain that had a positive effect on the number of critical issues found. In particular, GUESS consolidated its vendor base and increased the focus on quality. The company also enhanced supplier dialogue and upfront specifications through a pre-screen process, as a result of SMART GUESS production requirements and a new vendor scorecard.

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