

NO MORE OPERATING IN THE DARK.

Hold Canadian brands accountable.

As leading Canadian retailers, Mark's, Sport Chek and Canadian Tire must disclose factory locations and do more to support worker rights and safety in their supply chain in Bangladesh and around the world.

Mark's and Sport Chek play a leading role in the Canadian marketplace. Canadian Tire portrays itself as a community leader. Does the reality for workers in Bangladesh match the public commitments Canadian Tire has made, and the community-oriented image it projects?

- ▶ Mark's 380 stores, and hundreds of Sport Chek stores, sell clothes under their own brands ("private labels") imported from 67 factories in Bangladesh. Canadian Tire owns Mark's and FGL Sports (Sport Chek / Sports Experts, Atmosphere and Pro Hockey Life Sporting Goods).
- ▶ In 2016 Canadian Tire had revenues of \$12.7 billion, and after-tax profit of \$747 million.
- ▶ **The Canadian Tire family of companies doesn't publicly report which garment factories it uses.** That means human rights groups can't independently verify if they have made the building repairs needed to make the factories safe.
 - ▶ Required building repairs for factories of companies (including Canadian Tire) that belong to the Alliance for Bangladesh Worker Safety are [listed on the Alliance's website](#), but that list does not show which brands produce in each factory.
 - ▶ Mark's and Sport Chek should follow the example of Nike and Adidas.
- ▶ Nike [discloses all of its factory locations](#), as well as the number of workers in each country and the share of its global production.
- ▶ Adidas lists its 1,000 supplier factories on the Adidas [website](#).
- ▶ Canadian Tire has publicly stated that it "has a longstanding commitment to making sure that our business practices, and those of our partners, are both ethical and safe. This commitment extends equally to our operations here in Canada and internationally."

- ▶ Canadian Tire is a founding member of the Alliance for Bangladesh Worker Safety. Unlike the Accord for Building and Fire Safety, companies participating in the Alliance did not sign a legally binding agreement and did not involve trade unions.
- ▶ In November 2016, [international human rights groups reported](#) that "retailers that are part of the Alliance are failing to fulfill their commitments to make supplier factories safe." – Dangerous Delays on Worker Safety (ILRF, WRC, CCC, MSN).
- ▶ Canadian Tire made no public statements in support of workers' rights in Bangladesh during the crackdown on labour activists in early 2017 that included unjust detention and mass firings of workers simply for asking for fair living wages.
- ▶ The annual compensation paid to Stephen Wetmore, President and CEO of Canadian Tire is C\$6,818,312 (2016); Bangladesh garment workers earn **less than C\$5 per day**.

Fine Words; But More Action Needed

"We're a founding member of the Alliance for Bangladesh Worker Safety, and from the beginning, we wanted to make a positive difference in people's lives by improving workplace safety. We believe our efforts will help to establish an enduring culture of safety that extends across the entire garment industry."

Robyn Collver, Senior Vice-President
Risk and Regulatory Affairs, Canadian Tire Corporation

[Canadian Tire Corporation Sustainability Report 2015-2016, Social Responsibility section](#)

NO MORE OPERATING IN THE DARK

The Current Situation in Bangladesh (April 2017)

- ▶ The minimum entry wage for Bangladesh garment workers is 5,300 taka per month, the equivalent of \$90 Canadian per month, or about \$3.50 per day. There has been no increase since 2013.
- ▶ The minimum wage for an experienced operator is 6,800 taka per month, or less than C\$5 per day.
- ▶ Bangladesh garment workers face daily pressure to work harder and faster.
- ▶ Workers' rights to organize and bargain collectively are under attack every day.
- ▶ In December 2016, Bangladesh factory owners and the Bangladesh Government responded to worker pressure for improved wages by arresting and jailing union leaders and activists and by firing hundreds of workers. Local and international pressure finally led to an agreement to release all jailed trade unionists, withdraw all legal cases against them, re-open union offices and reinstate terminated workers. However, only the very first part of that agreement has been implemented.
 - ▶ Read the Feb. 21, 2017 letter to the Minister of International Trade from the Canadian Labour Congress and affiliates [here](#).
 - ▶ Read the report from international human rights organizations [here](#).
- ▶ In February 2016, a delegation of Canadian trade unionists visited Bangladesh. Read their report [here](#).
- ▶ Another excellent report on the situation of workers is [Our Voices, Our Safety: Bangladesh Garment Workers Speak Out](#).