

Supply Chain Policy Violation Report

Session Information

Session ID:	51
Factory Name:	Summitex Enterprise Co., Ltd
Location:	Taiwan
Language:	English
Created:	2025-07-20 23:59:50
Case Type:	Employer Exploitation

Policy Violations

Violation #1 - Columbia Sportswear

Reported Incidents:

- **Passport retention:** Company retained Juan's passport since hiring, repeatedly requested its return without receiving it.
- **Lack of overtime compensation:** Juan is working more than the contracted 8 hours per day without overtime pay.
- **Unclear reason for passport retention:** The company has not provided a clear explanation for holding his passport, only stating it's for hiring papers.
- **Lack of compensation for overtime:** He is not being compensated for the overtime hours he works.

Policy Violations Identified:

Category: Document Confiscation

Incident: Passport retention

Violation: Not specified

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Category: Hours of Work

Incident: Lack of overtime compensation

Violation: Not specified

Category: Document Confiscation

Incident: Unclear reason for passport retention

Violation: Not specified



Violation #2 - VF Corporation

Violation Details:

{"error": "No policy information found for company: VF Corporation"}



Violation #3 - Petland Brands

Violation Details:

{"error": "No policy information found for company: Petland Brands"}



Violation #4 - Adidas

Reported Incidents:

- **Passport retention:** Company retained Juan's passport since hiring, despite repeated requests for its return.

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- Lack of overtime compensation: Juan is working more than the contracted 8 hours per day without overtime pay.
- Unclear reason for passport retention: The company has not provided a clear explanation for holding Juan's passport beyond stating it's for hiring papers.
- Lack of compensation for overtime: Juan is not being compensated for the overtime hours he works.

Policy Violations Identified:

Category: Document Confiscation

Incident: Passport retention

Violation: Not specified

Category: Wages and Overtime

Incident: Lack of overtime compensation

Violation: Not specified

Policy Reference:

Document: adidas_workplace_standards_2017_en.pdf (Page 1)

Policy Content: WORKPLACE STANDARDS page 2 January 2016 gender, religion, age, disability, marital status, parental status, association membership, sexual orientation or political opinion. Additionally, business partners must implement effective measures to protect migrant employees against any form of discrimination and to provide appropriate support services that reflect their special status. WAGES, BENEFITS & COMPENSATION All legal requirements relating to wages and benefits must be met. Wages must equal or exceed the minimum wage required by law or the prevailing industry wage, whichever is higher. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate. Workers have the right to compensation for a regular work week that is sufficient to meet workers' basic needs and provide some discretionary income. Where compensation does not meet workers' basic needs and provide some discretionary income, business partners must take appropriate actions to progressively raise employee compensation and living standards through improved wage systems, benefits, welfare programmes and other services. WORKING HOURS Employees must not be required, except in extraordinary circumstances, to work more than sixty (60) hours per week including overtime or the local legal requirement, whichever is less. A regular work week must not exceed 48 hours, all overtime work must be consensual and not requested on a regular basis. Employees must be allowed at least twenty four (24) consecutive hours rest within every seven-day period, and must receive paid annual leave. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING Business partners must recognise and respect the right of employees to join and organise associations of their own choosing and to bargain collectively. Business partners must develop and fully implement mechanisms for resolving industrial disputes, including employee grievances, and ensure effective communication with employees and their representatives. DISCIPLINARY PRACTICES Employees must be treated with respect and dignity. No employee may be subjected to any physical, sexual

Category: Document Confiscation

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Incident: Unclear reason for passport retention

Violation: Not specified

Category: Wages and Overtime

Incident: Lack of compensation for overtime

Violation: Not specified

Policy Reference:

Document: adidas_workplace_standards_2017_en.pdf (Page 1)

Policy Content: WORKPLACE STANDARDS page 2 January 2016 gender, religion, age, disability, marital status, parental status, association membership, sexual orientation or political opinion. Additionally, business partners must implement effective measures to protect migrant employees against any form of discrimination and to provide appropriate support services that reflect their special status. WAGES, BENEFITS & COMPENSATION All legal requirements relating to wages and benefits must be met . Wages must equal or exceed the minimum wage required by law or the prevailing industry wage, whichever is higher. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate. Workers have the right to compensation for a regular work week that is sufficient to meet workers' basic needs and provide some discretionary income. Where compensation does not meet workers' basic needs and provide some discretionary income, business partners must take appropriate actions to progressively raise employee compensation and living standards through improved wage systems, benefits, welfare programmes and other services. WORKING HOURS Employees must not be required, except in extraordinary circumstances, to work more than sixty (60) hours per week including overtime or the local legal requirement, whichever is less. A regular work week must not exceed 48 hours, all overtime work must be consensual and not requested on a regular basis. Employees must be allowed at least twenty four (24) consecutive hours rest within every seven-day period, and must receive paid annual leave. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING Business partners must recognise and respect the right of employees to join and organise associations of their own choosing and to bargain collectively. Business partners must develop and fully implement mechanisms for resolving industrial disputes, including employee grievances, and ensure effective communication with employees and their representatives. DISCIPLINARY PRACTICES Employees must be treated with respect and dignity. No employee may be subjected to any physical, sexual



Violation #5 - Puma

Complaint Summary:

Juan Dela Cruz is alleging violations of his employment contract and working conditions, including passport retention, lack of overtime compensation, and unclear reasons for passport retention.

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Reported Incidents:

- Passport retention: Company has retained Juan's passport since hiring, despite repeated requests for its return.
- Lack of overtime compensation: Juan is working more than the contracted 8 hours per day without overtime pay.
- Unclear reason for passport retention: Company has not provided a clear explanation for retaining Juan's passport, only stating it's for hiring papers.

Policy Violations Identified:

Category: Document Confiscation

Incident: Passport retention

Violation: Withholding migrant workers' travel documents (such as passport or visa) is prohibited. Workers must be granted access to their travel documents.

Policy Reference:

Document: The Puma Forever Better Sustainability Handbooks Social Standards

Policy Content: Workers must be granted access to their travel documents. Withholding migrant workers' travel documents (such as passport or visa) is prohibited. In cases where such documents must be collected for government processing (such as for work permit renewals and similar domestic security/migration requirements), they shall be returned to workers as soon as possible. The factory is responsible for providing workers with secure facilities for safekeeping of these documents.

URL: <https://about.puma.com/sites/default/files/documents/pdf/puma-handbook-soc-2022.pdf>

Category: Wage and Overtime

Incident: Lack of overtime compensation

Violation: The employment contract specifies overtime compensation, which is not being provided to Juan.

Category: Document Confiscation

Incident: Unclear reason for passport retention

Violation: The company has not provided a clear explanation for retaining Juan's passport, which is a violation of the policy requiring documentation to be returned as soon as possible.

Policy Reference:

Document: The Puma Forever Better Sustainability Handbooks Social Standards

Policy Content: Workers must be granted access to their travel documents. Withholding migrant workers' travel documents (such as passport or visa) is prohibited. In cases where such documents must be collected for government processing (such as for work permit renewals and similar domestic security/migration requirements), they shall be returned to workers as soon as possible. The factory is responsible for providing workers with secure facilities for safekeeping of these documents.

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Associated Buyer Companies

Company Name	Association Type
Columbia Sportswear	Supply Chain Partner
VF Corporation	Supply Chain Partner
Petland Brands	Supply Chain Partner
Adidas	Supply Chain Partner
Puma	Supply Chain Partner