

# Supply Chain Policy Violation Report

## Session Information

<b>Session ID:</b>	75
<b>Factory Name:</b>	Sun Luen International Corporation
<b>Location:</b>	Taiwan
<b>Language:</b>	English
<b>Created:</b>	2025-08-03 11:04:14
<b>Case Type:</b>	Employer Exploitation

## Policy Violations

### Violation #1 - Adidas

#### Complaint Summary:

A worker reports excessive working hours, passport withholding, and unclear accommodation cost deductions.

#### Reported Incidents:

- Working up to 12 hours per day without overtime compensation.
- Passport is being withheld, requiring a Google Form request for its return.
- Utility costs for shared accommodation are being deducted from the worker's salary.

#### Policy Violations Identified:

**Category:** Unpaid overtime

**Incident:** Working up to 12 hours per day without overtime compensation.

**Violation:** The worker is working more than the maximum allowed weekly hours (likely exceeding 48 hours) without being compensated for the overtime hours as required by Taiwanese labor law

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and the company's own policy.

## **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:** Confiscation of travel or identity documents

**Incident:** Passport is being withheld, requiring a Google Form request for its return.

**Violation:** Withholding of the worker's passport without a clear and justifiable reason, and requiring a formal request process to obtain it, violates the policy prohibiting the confiscation of identity documents.

## **Policy Reference:**

*Document: Policy on Responsible Recruitment and Fair Treatment of Migrant Workers*

*Policy Content: Workers' identity documents such as passports, land title deeds, diplomas, employment contracts and so on should not be confiscated, destroyed or retained.*

*URL: [https://res.cloudinary.com/confirmed-web/raw/upload/v1706098726/adidas-group/sustainability/policies/2023\\_policy\\_on\\_responsible\\_recruitment\\_teme65.pdf](https://res.cloudinary.com/confirmed-web/raw/upload/v1706098726/adidas-group/sustainability/policies/2023_policy_on_responsible_recruitment_teme65.pdf)*

**Category:** Illegal deductions from wages

**Incident:** Utility costs for shared accommodation are being deducted from the worker's salary.

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**Violation:** Deducting utility costs from the worker's salary without clear justification and adherence to Taiwanese labor standards constitutes an illegal deduction from wages.

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### Associated Buyer Companies

Company Name	Association Type
Adidas	Supply Chain Partner