

Supply Chain Policy Violation Report

Session Information

Session ID:	76
Factory Name:	Pinda Industry Co., Ltd.
Location:	Taiwan
Language:	English
Created:	2025-08-03 12:30:18
Case Type:	Employer Exploitation

Policy Violations

Violation #1 - Adidas

Complaint Summary:

Juan dela Cruz reports concerning working conditions including passport withholding, suspicious inquiries about his passport, and a lack of information regarding passport withholding in his employment contract.

Reported Incidents:

- Passport withholding by the manager, with requests for the reason for its return.
- Manager's email inquiring about Juan's need for his passport and plans for it.
- Absence of any clauses regarding passport withholding or document control in Juan's employment contract.

Policy Violations Identified:

Category: Document Confiscation

Incident: Passport withholding by the manager, with requests for the reason for its return.

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Violation: Withholding of a travel/identity document (passport) without justification violates the policy against confiscating, destroying, or retaining workers' 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

Category: Document Confiscation

Incident: Manager's email inquiring about Juan's need for his passport and plans for it.

Violation: The inquiry implies scrutiny and potential control over a worker's personal document, infringing on the right to privacy and potentially leading to document control issues.

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.

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Category: Document Confiscation

Incident: Absence of any clauses regarding passport withholding or document control in Juan's employment contract.

Violation: The lack of explicit mention of passport withholding or document control in the employment contract contradicts the company's policy of not confiscating workers' 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.

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Associated Buyer Companies

Company Name	Association Type
Adidas	Supply Chain Partner