

# 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.

## Supply Chain Policy Violation Report

**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](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