

# Ethical Sourcing Checklist

***Legal Notice and Intended Use:*** This checklist is intended as an internal guidance tool to assist GFD Members in conducting preliminary supplier due diligence. It is not a substitute for formal audits, legal review, or compliance verification. GFD does not certify, accredit, or endorse suppliers based on use of this checklist. Members are solely responsible for ensuring that their sourcing practices meet applicable legal and ethical standards. Learn more about GFD's responsible sourcing resources at [www.globalfashiondirectory.com](http://www.globalfashiondirectory.com)

- Supplier provides written documentation of labor policies, including adherence to international labor standards (ILO, UNGP).
- No evidence of forced labor, bonded labor, or restrictions on worker movement (e.g., confiscation of passports, mandatory overtime).
- No child labor is used, and all workers meet local minimum age requirements.
- Workers are paid at least the legal minimum wage and receive legally mandated benefits (e.g., sick leave, maternity leave).
- Workplace is safe, clean, and meets local occupational health and safety standards.
- Supplier provides transparency about subcontractors and facilities used in production.
- Supplier allows site visits or independent verification if required.
- Supplier has a grievance mechanism in place for workers to raise concerns without retaliation.
- Supplier agrees not to charge recruitment fees to workers or engage in deceptive recruitment practices.
- Supplier agrees to correct and report any identified non-compliance issues if discovered.