

Supplier Vetting Questions Template

Legal Notice and Intended Use: *This template is designed to help GFD Members conduct meaningful due diligence conversations with current or prospective suppliers. It supports early-stage assessment of alignment with ethical labor practices, transparency standards, and human rights expectations. It is not a formal audit checklist and does not constitute legal advice. Members are encouraged to adapt the questions based on their sourcing model, sector, and risk exposure. Learn more at:*

www.globalfashiondirectory.com

1. Labor and Human Rights Practices

- Do you have a written labor or human rights policy? If so, may we review it?
- How do you ensure that forced, bonded, or child labor is not used at your facility or by your subcontractors?
- Are all workers hired voluntarily, and are they free to leave employment after reasonable notice?
- What is the minimum age of workers in your facilities?

2. Wages and Working Conditions

- Do all workers receive at least the legal minimum wage and statutory benefits?
- Are working hours and overtime voluntary and within legal limits?
- Are health and safety policies and training provided to all staff?

3. Recruitment and Identification Documents

- Do workers ever pay recruitment or placement fees?
- Are any worker identity documents (e.g., passports, IDs) held by management?

4. Subcontracting and Supply Chain Transparency

- Do you use subcontractors? If so, are they subject to the same labor and ethical standards?
- Are you willing to disclose production sites or allow third-party audits or visits?

5. Grievance Mechanisms and Corrective Actions

- Do you have a grievance mechanism in place for workers to report issues confidentially?
- Have there been any labor-related violations or corrective actions in the last 24 months?