

APPENDIX 1: SURVEY RESPONSES

The following tables provide a summarized version of the survey and company responses. Find all survey questions [here](#).

	VAGABOND SHOEMAKERS	EUROSKO NORGE AS	SCORETT FOOTWEAR AB	NILSON GROUP AB
Turnover 2019 (SEK)	920 million	1,3 billion	853 million	2 billion
Expected impact on total sourcing volume 2020 of leather shoes in 2020 compared to 2019	Stable 5% to -5%	Decrease -5% to -20%	Decrease -5% to -20%	Decrease -5% to -20%
Corresponding value in monetary terms (SEK)	3 million	10 million	No answer	No answer
Has made a public commitment to pay suppliers	NO	NO	NO	NO
Is paying the originally agreed price for all in-production, finished, and shipped orders, without any request for discounts or rebates	YES	YES	YES	YES
Is engaged in dialogue with workers' unions and/or workers' representatives on how to ensure workers' rights and wages during the Covid-19 pandemic	NO	NO	NO	NO
Is engaged in dialogue with suppliers regarding Covid-19 related health and safety measures at the factories	Yes, with all suppliers (<95%)	Yes, with the great majority of suppliers (80%-95%)	Yes, with the great majority of suppliers (80%-95%)	Yes, with all suppliers (<95%)
Has taken measures to share the burden of occupational health and safety costs, related to Covid-19, with suppliers, as recommended by Fair Wear and Ethical Trading Initiative? (bit.ly/2CZHk0S)	NO	NO	NO	NO
Support an EU legislation for human rights due diligence	Has not yet taken a stand	Yes	Has not yet taken a stand	Yes

China

	VAGABOND SHOEMAKERS	EUROSKO NORGE AS	SCORETT FOOTWEAR AB	NILSON GROUP AB
Percentage of total leather shoe production that takes place in China (on average, in terms of sourcing value).	n/a	35%	18%	75%
Percentage of leather tanning that takes place in China (on average, in terms of sourcing value).	n/a	20%	18%	75%
Engaging in dialogue with factories to ensure that workers in the supply chain have been paid wages during periods of lockdown, will be paid wages, or are otherwise provided for during lockdown.	n/a	Great majority of suppliers (80%-95%)	No suppliers <1%	Great majority of suppliers (80%-95%)
Is confident that workers in factories in our supply chain have been paid wages during periods of lockdown, will be paid wages or are otherwise provided for during lockdown.	n/a	True for the great majority of suppliers (80%-95%)	True for the great majority of suppliers (80%-95%)	True for the great majority of suppliers (80%-95%)
Can provide verifications for the answer above by request. (Fair Action has not requested verifications)	n/a	YES	NO	YES
Number of workers with permanent employment (country average)	n/a	The great majority of workers (80%-95%)	Unknown	All workers (>95 %)

India

	VAGABOND SHOEMAKERS	EUROSKO NORGE AS	SCORETT FOOTWEAR AB	NILSON GROUP AB
Percentage of total leather shoe production that takes place in India (on average, in terms of sourcing value).	0%	15%	7%	n/a
Percentage of leather tanning that takes place in India (on average, in terms of sourcing value).	25%	40%	7%	n/a
Engaging in dialogue with factories and tanneries to ensure that workers in the supply chain have been paid wages during periods of lockdown, will be paid wages, or are otherwise provided for during lockdown.	All suppliers (>95%)	Great majority of suppliers (80%-95%)	No suppliers <1%	n/a
Is confident that workers in factories in the supply chain have been paid wages during periods of lockdown, will be paid wages or are otherwise provided for during lockdown.	True for all suppliers (>95%)	True for the great majority of suppliers (80%-95%)	True for the great majority of suppliers (80%-95%)	n/a
Can provide verifications for the answer above by request. (Fair Action has not requested verifications)	YES	YES	NO	n/a
Number of workers with permanent employment (country average)	The great majority of workers (80% - 95%)	The majority of workers (60 -80%)	Unknown	n/a