

Year in Review

2018-2019

THE STAFF



10

US STAFF



13

OVERSEAS FIELD
REPRESENTATIVES



21

LANGUAGES SPOKEN

Investigations 2018-2019

Our Impact by the Numbers

2018-2019



53

factory cases



70,100

**workers
impacted**



16

countries

Licensees Sourcing from Factories Assessed by the WRC

289C

Accolade Group

adidas

Alta Gracia Apparel

Ash City

Badger Sportswear

Charles River Apparel

Columbia Sportswear

Fanatics

Hanesbrands (GFSI, Knights Apparel)

Image Source

League Collegiate Wear

MV Sport (To the Game and American Threads)

New Agenda

New Era Cap Company

Nike

Ohiopyle Prints

Peter Millar

Russell

Under Armour

Vetta Brands (J.America, Top of the World)

Vive La Fete

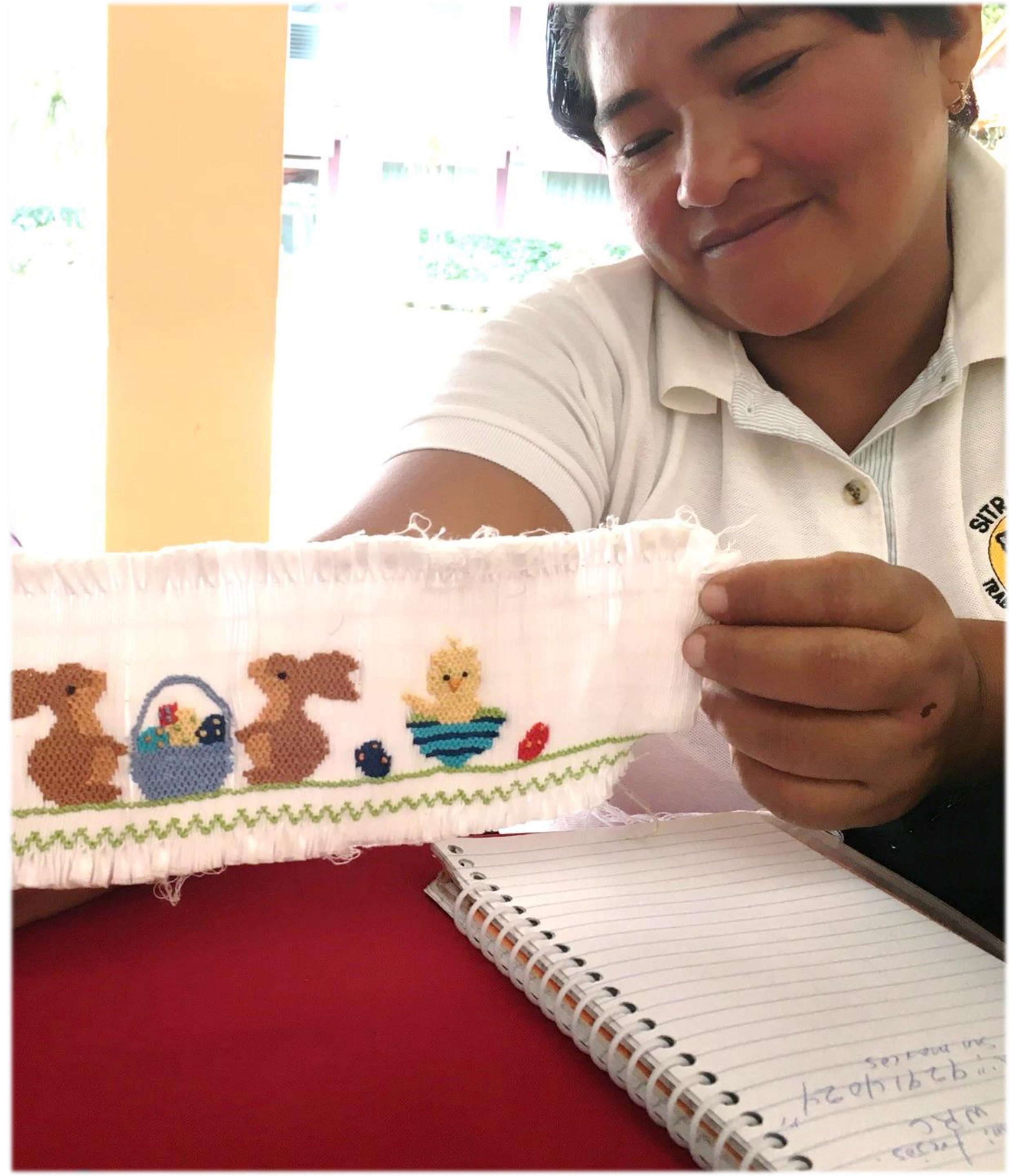
Zephyr Headwear

FACTORIES ASSESSED

Alta Gracia	Dominican Republic
Arvind Lifestyle Apparel	Ethiopia
Avery Dennison	India
CSA Guatemala	Guatemala
Delta Apparel	Honduras
Direct Ship America	Honduras
GH Haewae	Bangladesh
Hetian Taida	China
Horizon Outdoor	Cambodia
LD	El Salvador
Jay Jay Textiles	Ethiopia
Jerzees Nuevo Dia	Honduras
JP Textile Ethiopia	Ethiopia
JS International	Guatemala
Konffetty	El Salvador
KT Embroidery	Bangladesh
League Central America	El Salvador
MAA Garment and Textiles	Ethiopia
Maral	India
New Era	United States
North Star Manufacturing	Thailand
Posmi Sweaters	Bangladesh
Premium Apparel	Haiti
PT Gaha Green	Indonesia
PT Kahoindah Citragarment (Bekasi)	Indonesia
PT Liebra Permana	Indonesia
RKI	Honduras
Shahi Exports	India
Shine Embroidery	Bangladesh
Texwell Vina	Vietnam

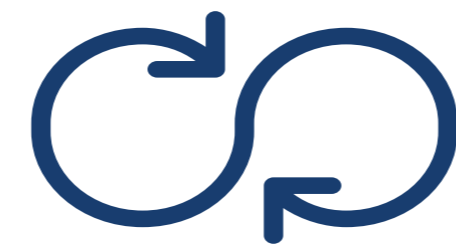


**KONFFETTY
VIVE LA FETE
(EL SALVADOR)**





VIVE LA FETE (VLF)



KONFFETTY

Florida-based university licensee marketing hand-embroidered collegiate and non-collegiate children's wear.

Both firms historically controlled by family of same Salvadoran businessman and politician.

Garment factory in El Salvador, supplier to Vive la Fete.

INDUSTRIAL HOMEWORK

KONFFETTY HAND-SMOCKED GARMENTS EMBROIDERED BY RURAL SALVADORAN WOMEN
WORKING IN THEIR HOMES FOR FACTORY'S LABOR SUBCONTRACTOR



**INDUSTRIAL
HOMEWORK
NOT PROHIBITED
BY SALVADORAN
LAW OR
UNIVERSITY CODES**



***BUT*
HOMEWORKERS
HAVE SAME LEGAL
RIGHTS
AS OTHER
WORKERS**



***ALSO*
SPECIFIC LEGAL
REQUIREMENTS FOR
COMPANIES
EMPLOYING
HOMEWORKERS**



***WRC FINDS
KONFFETTY
IGNORED AND
VIOLATED
HOMEWORKERS'
RIGHTS AND OWN
OBLIGATIONS***

KEY VIOLATIONS FOUND



SEVERE WAGE THEFT

Average Piece Rates = \$0.41/hour
(33% of Minimum Wage)
No Extra Pay for Overtime



DENIAL OF LEGAL BENEFITS

Company refuses to enroll homeworkers
in public healthcare and
retirement programs



RETALIATION FOR ASSOCIATIONAL ACTIVITY

Company stops assigning piecework to
homeworkers who join Salvadoran
women's rights group

FINDING: IMPACT OF WAGE THEFT ON AVERAGE KONFFETTY HOMEWORKER



Nonpayment of legal minimum wage	\$4,150
Nonpayment of overtime	\$2,430
Non-contributions for healthcare, retirement	\$1,170
Statutory leaves, bonuses, waiting time	\$560

Total average underpayment: \$8,310 per homemaker

KONFFETTY / VIVE LA FETE

CORRECTIVE ACTIONS NEEDED TO REMEDY UNIVERSITY CODE VIOLATIONS FOUND



REGISTER HOMEWORKERS
WITH LABOR MINISTRY



PAY LEGAL
MINIMUM WAGE



PROVIDE REQUIRED
HEALTHCARE AND
RETIREMENT BENEFIT



PROVIDE
BACKPAY



RESTORE FREEDOM
OF ASSOCIATION

KONFFETTY / VIVE LA FETE RESPONSES TO UNIVERSITY CODE VIOLATIONS

AUGUST 2017

WRC Shares findings of legal violations with Konffetty

Konffetty claims labor laws don't apply to homeworkers

SEPTEMBER 2018

WRC releases report to universities

VLF CEO requests more discussions with WRC

MARCH 2019

WRC notifies schools that VLF refuses to correct violations

APRIL 2017

WRC contacts Konffetty re: homeworkers' complaints

Konffetty claims does not use homeworkers

SEPTEMBER 2017 - MAY 2018

VLF lawyers and WRC discuss for corrective actions

VLF reneges on commitments

OCTOBER 2018 – FEBRUARY 2019

WRC discusses necessary corrective actions with VLF CEO

VLF refuses minimum remediation

VIVE LA FETE'S JUSTIFICATIONS



**CLAIMS WORKERS
SHOULD HAVE
WORKED FASTER**



**CLAIMS WORKERS
WERE WRONG ABOUT
PAY LEVELS**



**CLAIMS THAT
REGISTERING THE
WORKERS WILL LEAD
TO EXCESSIVE
GOVERNMENT
REGULATION**

**CLAIMS OF
FINANCIAL
INCAPACITY**

IN EFFECT, VIVE LA FETE IS SAYING:

**WE CAN'T OPERATE IF YOU MAKE US
COMPLY WITH THE LAW.**



League Central America



WAGES AND HOURS OF WORK

Forced participation in study programs for up to 25 hours/week; illegal pay deductions; retaliatory firings



RELIGIOUS FREEDOM

Obligatory participation in morning prayers



VERBAL ABUSE

Managers and supervisors shouting insults, threats, vulgarities at workers



DISCRIMINATION

Gay and transgender workers fired after being denounced by managers as “deviants” and “the devil.” Management publicly celebrates their termination as “a blessing” for the factory



OCCUPATIONAL HEALTH

Excessive heat

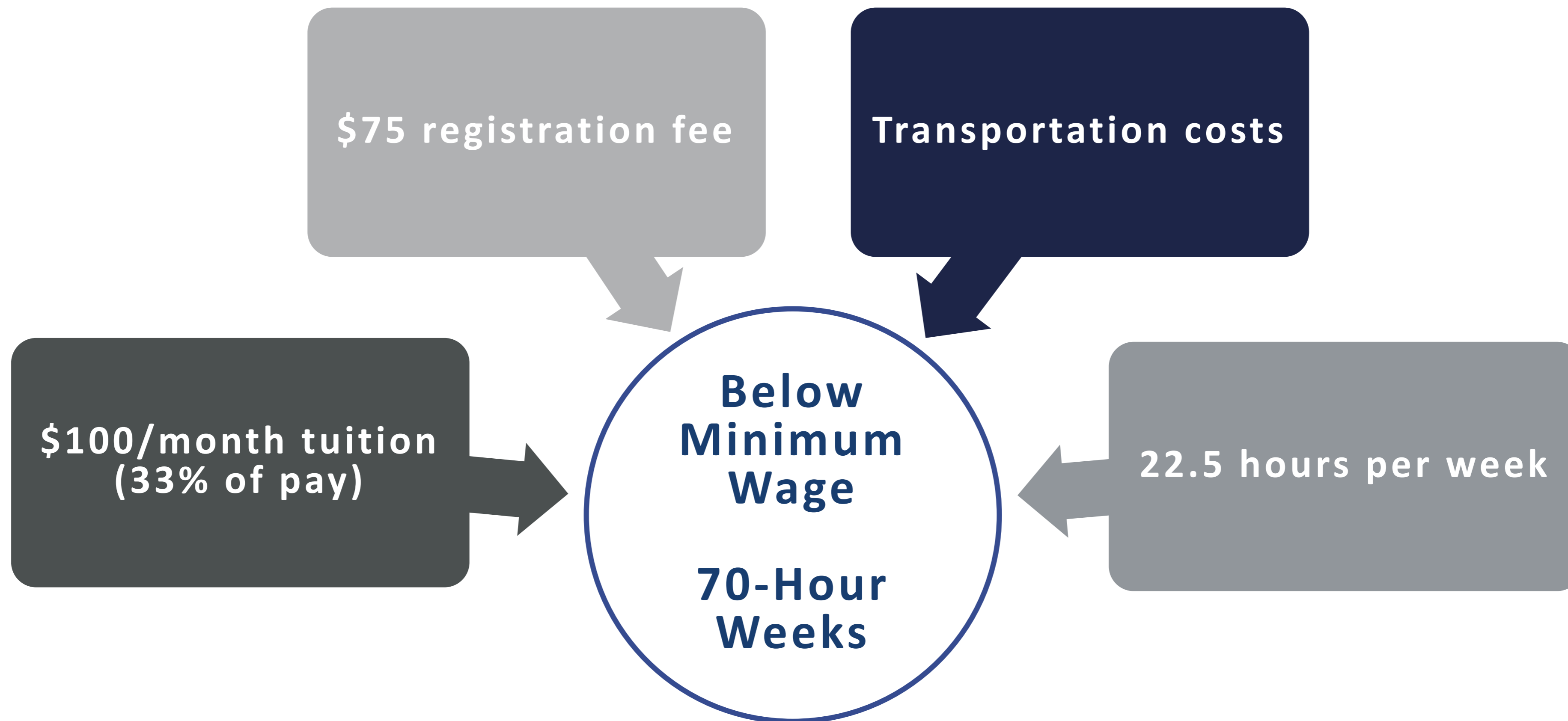
WRC INVESTIGATIVE FINDINGS

Announcing
**COLLEGE DEGREE
PROGRAMS**
at **League Central America**



**A good idea,
implemented with
little regard for
workers' actual
needs and
preferences...and
in violation of the
law.**

THE COST TO WORKERS OF THE UNIVERSITY PROGRAM





“Of 100 people in the program, 40 or more would rather not continue...It is not because we don't want to study...but it is very expensive, and we have to take care of our families.”



“If we said we wanted to stop, I am sure that they would fire us....No one has brought this up because everyone is afraid of losing their jobs.”



“We pay \$100 a month [for tuition] and our wages aren't sufficient...There are workers with several children, and I have no idea how they do it... they only have \$20 left in a paycheck.”



WAGES AND HOURS
OF WORK

REMEDIATION

Mandatory, unpaid English classes were discontinued. Workers received back wages for the time spent in class (\$40,000).

Workers in university program received reimbursement for tuition (\$65,000 total).

Educational programs are now voluntary.

REMEDIATION

Management-led prayers have been discontinued at LCA.



RELIGIOUS FREEDOM



VERBAL
HARASSMENT
AND ABUSE

REMEDIATION

LCA communicated to managers and supervisors that verbal harassment and abuse will not be tolerated.

Third party consultant approved by WRC conducted trainings on harassment and abuse.

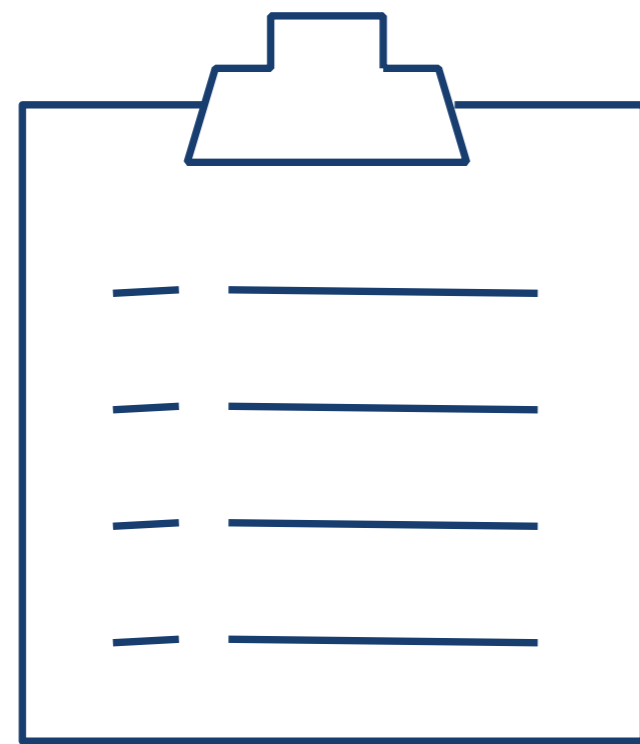
REMEDIATION

Factory paid back wages to gay and transgender workers who were fired (\$18,000) and agreed to rehire them.

Workshop on harassment and abuse included a component on gay and transgender rights and non-discrimination.



DISCRIMINATION
AGAINST LGBTQ
WORKERS



OCCUPATIONAL
HEALTH AND
SAFETY

REMEDIATION

Factory agreed to develop a plan to address the excessive temperature at the factory.

LCA did not agree to the WRC's "best practices" recommendation of a top-to-bottom health and safety assessment.



PT KAHOINDAH CITRAGARMENT TAMBUN-BEKASI (Indonesia)

PT KAHOINDAH CLOSURE/RELOCATION

PT Kahoindah Bekasi

2,000 Workers

Nike [Collegiate]
Fanatics [Non-Collegiate]

- Closed Oct. 2018 -

OWNER

Hojeon Ltd

Other Factories in
Indonesia, Vietnam

PT Kahoindah Cakung

(Sister Factory)

[Non-collegiate]
Athleta (Gap)
Under Armour
Fanatics

- In Operation -



REQUIREMENTS FOR FACTORY RELOCATION IN INDONESIA

Two Legal Options for Employers

ALLOW WORKERS TO RELOCATE

If Worker Resigns Instead

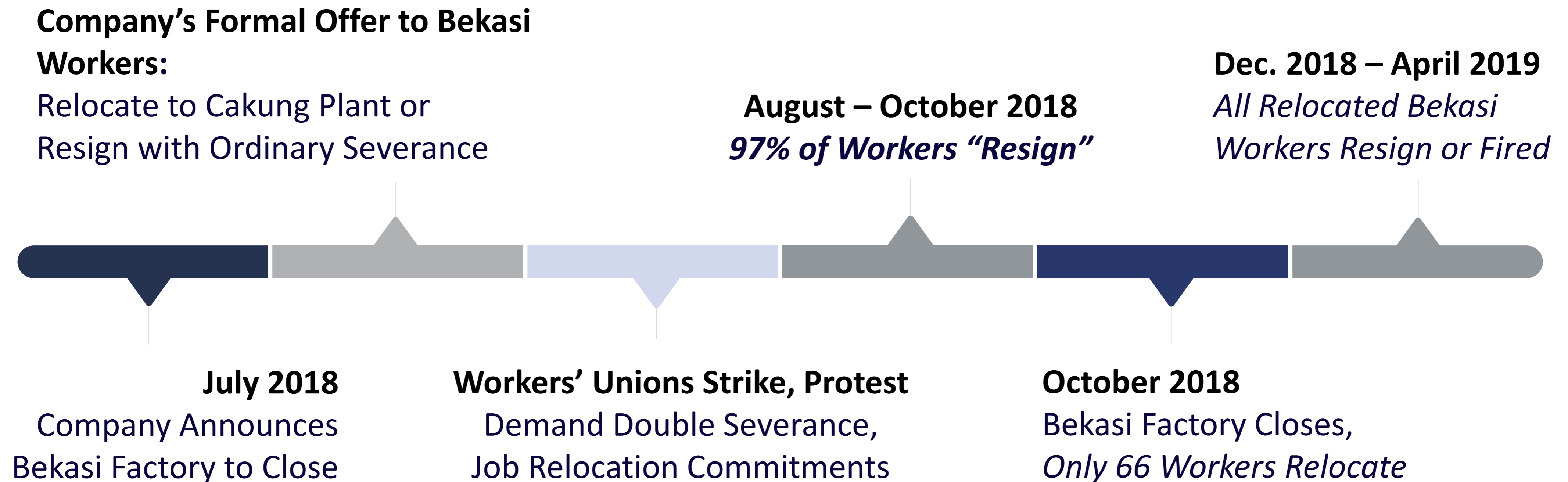
Pay Ordinary Severance
[average: \$2,000/worker]

DON'T ALLOW WORKERS TO RELOCATE

Pay Affected Workers

Double Severance
[average: \$4,000/worker]

PT KAHOINDAH CLOSURE/RELOCATION AUGUST 2018 – APRIL 2019



WRC INVESTIGATION DOCUMENTS HOJEON CAMPAIGN TO PUSH-OUT BEKASI WORKERS

DECEPTIONS

SUPERVISORS
REQUIRED
TO COMPEL,
TRICK
WORKERS
TO RESIGN

THREATS

“RESIGN NOW
OR
GET NOTHING”

RETALIATION

DENIAL OF
OVERTIME
-
PUNITIVE JOB
TRANSFERS

TERMINATION

HARASSED
BEKASI
WORKERS WHO
RELOCATED
AT CAKUNG

HOJEON'S RESPONSES



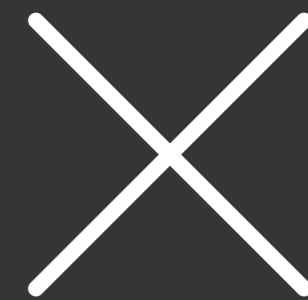
**Workers'
Unions
"Agreed"**



**If Company
Violated Law
Unions Would
Have Gone
to Court**



**Workers
Resigned to
Get Severance
Quickly**



**Workers Have
Signed Letters
Denying Coercion**

WRC CONCLUSION AND RECOMMENDATION TO NIKE AND OTHER BRANDS

Hojeon did not allow Bekasi workers to relocate to Cakung but instead coerced workers to resign.

Buyers should press Hojeon to pay workers the difference between double severance and ordinary severance they received

WRC and Nike Review the Issues

Nike argues...

Unions did not complain, so there cannot have been a violation of the law

Nike argues...

Better Work program (BW) gave factory a clean bill of health

Nike argues...

Solution is for Hojeon to conduct its own investigation

WRC advises...

Unions pursued complaints and held a strike

WRC advises...

BW accepted factory's claims without investigating

WRC advises...

It is Hojeon that broke the law

What is the WRC Asking Nike to Do?

Ask Hojeon to
pay workers the
money they are
legally owed

Use its best
efforts to
persuade Hojeon
to do so

Set a positive
example for
Hojeon's non-
collegiate buyers
to follow



Nike's Commitment to Licensors

"use its best efforts... to cause [suppliers] to remediate any violations identified by the WRC and/or FLA."

WHAT NIKE TOLD HOJEON

We are asking you to review the claims of our licensors' monitoring agent. You should pay the workers if you determine that you owe them money.



WHAT NIKE *SHOULD* TELL HOJEON

Our university licensors' monitoring agent has determined that you owe money to your workers. We are asking you to pay them.



Has agreed to press Hojeon to pay the workers



Response pending



Response pending



SHAHI EXPORTS

(Bangalore, India)

SHAHI EXPORTS

TOP GARMENT MANUFACTURER IN INDIA

50+ FACTORIES, 100,000+ WORKERS

Shahi's Unit 8 Factory (Bangalore)

College logo supplier to
Columbia Sportswear,
also produces for **A&F**,
Benetton, **H&M**.

Other Shahi Buyers

Other Shahi factories
supply **American Eagle**,
C&A, **Gap**, **Tommy**
Hilfiger, **Puma**, **Uniqlo**,
VF, **Walmart**, **Zara**.

\$0.62/hour

Average wage for
Shahi Unit 8
Factory's 3,000
workers.

May 2018: WRC Investigates Violence against Shahi Workers

“HR Staff assaulted 12 workers for joining a union ... two of them ... were severely injured”
.... “Workers herded to warehouse ... where they were callously thrashed.”

“[U]ndesirable elements in the workforce were trying to instigate ...” “The violence ... happened outside the factory”
“Union leader ... filed a false complaint.”

Local media in Bangalore presented conflicting views of violence at factory

HR staff booked for beating workers over joining union

BENGALURU: The HR staff of a garment factory, who assaulted 12 workers for joining a union and fighting for their rights, were booked by the city police on Wednesday.

The Madanayakanahalli police said the HR staff of Shahi Exports Pvt Limited Unit-8 took away the 12 factory workers, said to have played a leading role in the union, to

a separate cabin and abused them. The workers said they were then herded to a warehouse area, where they were callously thrashed.

Two of them — Thayamma, a woman in her 40s, and Ameen, a production worker — were severely injured in the attack. A worker said Thayamma's spine was damaged and she was taken to hospital.

An activist of the Karnataka Garment Workers Union

(KGWU) Sebastian Devaraj told *DH* that Ameen, the complainant, was an elected member of the union.

On January 21, the union held a general body meeting for the factory workers of Shahi Exports Unit-8. The workers raised three major issues: drinking water, salary increment and transport facilities.

The union drafted a letter to the Shahi management's general manager, requesting

his time to discuss the issues. Since the GM did not entertain the letter, the workers drafted a petition and gathered signatures of 800 to 10,00 employees, which irked the management," Devaraj said.

The workers sent the letter to the management and to the labour department by registered post. A few management staff on Wednesday morning identified the workers who had played a leading role in the union, and attacked them.

Based on information, the police rushed to the factory, only to be deluded by the management, which said the issue was an internal matter and they would sort it out themselves.

However, nine workers, including Ameen, lodged a complaint with the Madanayakanahalli police after getting first aid at a hospital. *DH News Service*

Assault on workers a group clash: garment firm

BENGALURU: Garment exporter Shahi has distanced itself from a recent incident of its staff beating up a group of workers, dubbing it a clash between two groups.

Citing a police FIR, *DH* on April 5 reported that the staff of Shahi Exports Unit-8 at Madanayakanahalli assaulted factory workers on April 4.

Responding to the complaint against the company



WRC investigation finds violence was direct result of Shahi management campaign against worker organizing

“You will be left to starve if the union is formed. The factory will then close down. There are some workers among you who are trying to stab you in your back. Beware of them.”

INVESTIGATION REVEALS SHAHI MANAGERS, SUPERVISORS LED VIOLENT ASSAULT ON WORKERS

- ① **Beatings, death threats, caste- and gender-based abuse, theft of personal items, expulsion of 15 workers.**
- ② **Supervisor called worker - whose mother works at factory - "*son of a whore,*" threatened to send thugs to kill family, led beating.**
- ③ **Manager shouted, "*These whores are trying to close the factory. Beat her and kill her,*" worker beaten, clothes torn, jewelry stolen.**

MAY 2018: WRC CALLS ON COLUMBIA, OTHER BRANDS TO REQUIRE SHAHI TO REMEDIATE

Terminate managers who directed violence

Commit to respect freedom of association, stop caste- and gender-based abuse

Make whole workers who were targets of violence

Recognize and bargain with workers' union

REMEDY
VIOLENCE
--
RESTORE
FOA
RIGHTS

June-July 2018

University Engagement, Media Exposure Secures Remediation of Violence, Freedom of Association



Shahi required to:

- **Terminate 5 managers** who led violent attack in April.
- **Reinstate, compensate, apologize to workers,** affirm associational rights.
- **Recognize workers' union,** agree to **monthly negotiations.**

KEY OUTCOMES

WORKERS MADE WHOLE

Workers restored to jobs, fully compensated for losses and injuries

VIOLENT MANAGERS HELD ACCOUNTABLE

Factory managers held accountable for violence – a crucial precedent

FOA RIGHTS RESTORED

No further violence, retaliation vs. workers for associational activities

IMPROVED LABOR MANAGEMENT RELATIONS

Shahi management, workers' union, have monthly negotiations

BANGLADESH:

TACKLING THE BUILDING SAFETY CRISIS



ACCORD COVERAGE



193

signatory
brands



1,674

factories
covered

employing 2.5 million workers



90%

of safety hazards
eliminated

130,000+ individual issues identified

ACCORD COVERAGE OF COLLEGIATE SUPPLIERS



10

licensees
have signed
the Accord

of the 13 sourcing from Bangladesh



21

factories
employing
32,000 +
workers

of the 22 total collegiate sewing factories
in Bangladesh



92%

of safety hazards
eliminated

1,400 individual issues identified

Collegiate Suppliers Covered by the Accord

Factory Name

Licensee

% Renovation Completed

Baek Doo Korea	Zephyr	79
Base Textiles Ltd	Cutter and Buck	100
BP Wears	Fruit of the Loom	88
Dada Dhaka	Ahead, Adidas, Vetta, '47	96
GAB Limited	New Agenda	91
GMS Composite Knit Industries	Knights Apparel, GFSI	100
Habitus Fashion Limited	Knights Apparel	100
Han Apparel	Zephyr	
House of Caps& Clothing	W Republic	97
Leeu Fashion Ltd.	Bruzer Sportsgear	98
Lithee Apparels	Cutter and Buck	
Niagra Textiles Ltd	Cutter and Buck	
Nurani Dyeing & Sweater	Bruzer Sportsgear	67
One Composite Mills Ltd.	Knights	91
PNG (BD) Ltd.	Vetta, '47	81
Ripon Knitwear Limited	New Agenda	100
Saturn Textiles Ltd	Cutter and Buck	
SNV Stitches Ltd	Fruit of the Loom	90
Supreme Stitch Ltd.	Knights	99
UHM Ltd.	Cutter and Buck	85
Uni Gears Ltd.	Outerstuff	96

Collegiate Suppliers Not Covered by the Accord

Unity Sweaters Ltd.	Traditional Craft
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LICENSEES THAT HAVE SIGNED THE ACCORD



ADIDAS



KNIGHTS



NEW AGENDA
(by PERRIN)



AHEAD/
CUTTER & BUCK



ZEPHYR GRAF X



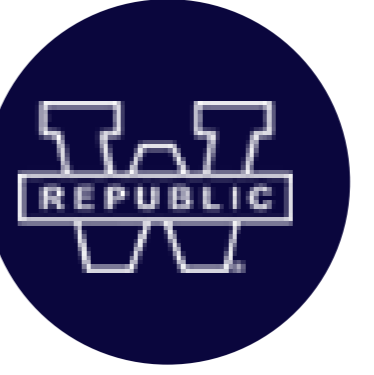
VETTA/TOP OF THE
WORLD/J AMERICA



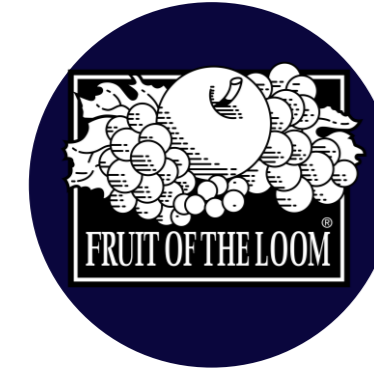
BRUZER



OUTERSTUFF



W REPUBLIC



FRUIT OF
THE LOOM

LICENSEES THAT HAVE *NOT* SIGNED THE ACCORD



'47 Brand



GEAR FOR SPORTS



TRADITIONAL CRAFT



LARGE MAJORITY OF
NON GARMENT
BUILDINGS REMAIN
UNSAFE



GOVERNMENT REMAINS
ILL-EQUIPPED

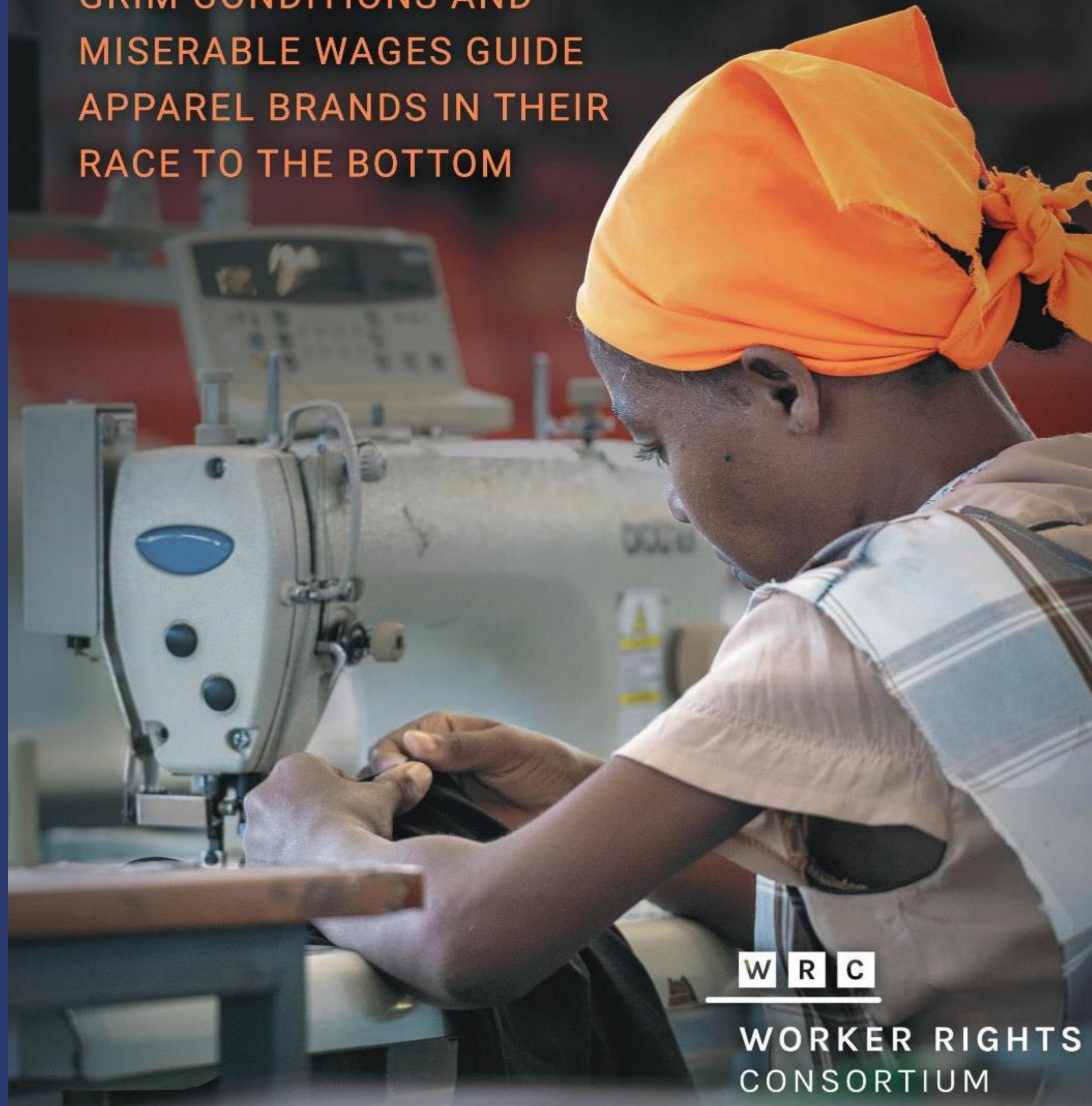


Between March and April 2019, at least 95 people died in preventable fires in buildings that are inspected and monitored by the government.



“Ethiopia is a North Star”

GRIM CONDITIONS AND MISERABLE WAGES GUIDE APPAREL BRANDS IN THEIR RACE TO THE BOTTOM



W R C

WORKER RIGHTS
CONSORTIUM

Ethiopia

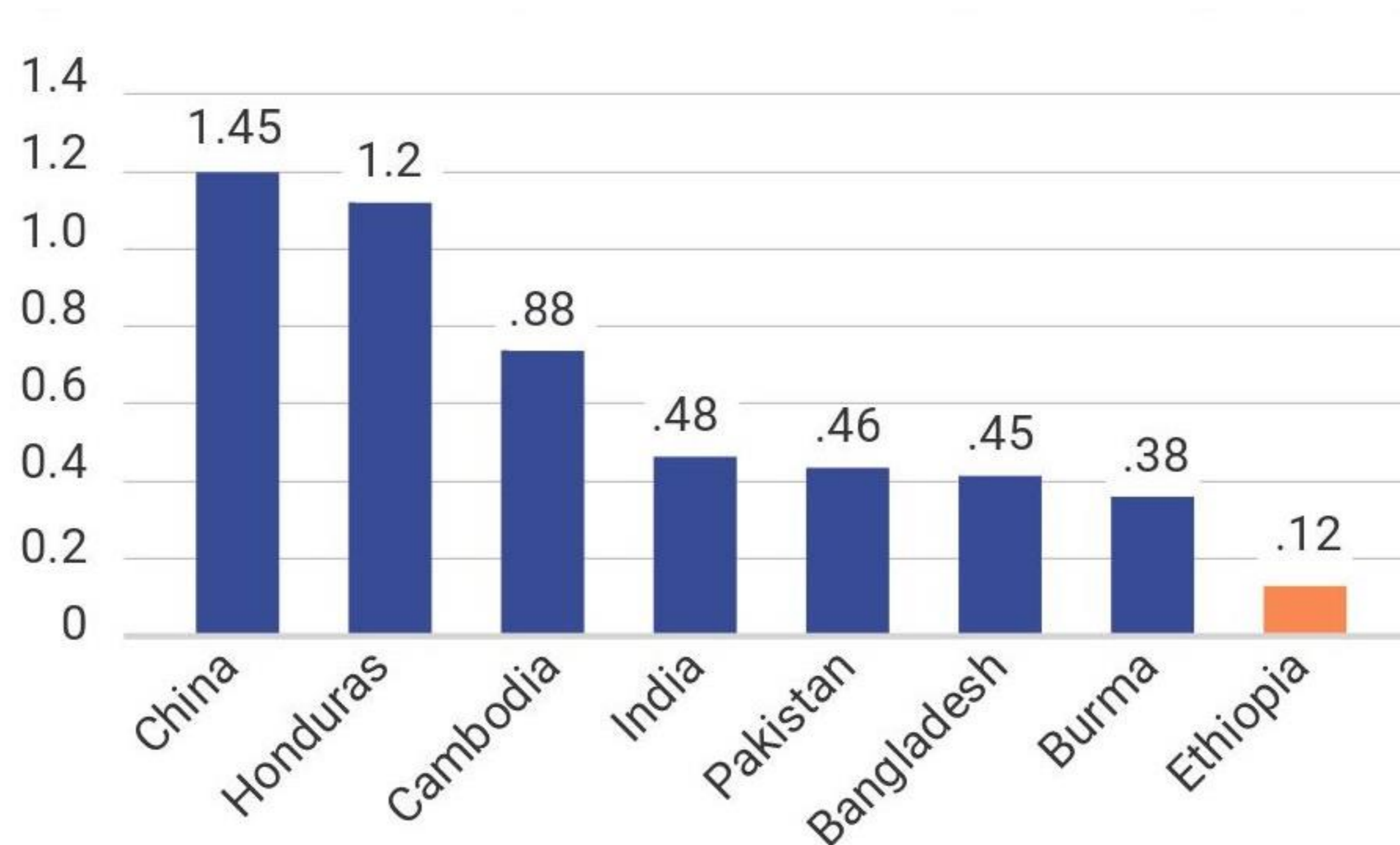
PVH's investment in Ethiopia's garment and textile sector
**“will show the world there is no conflict between
companies doing well and companies doing right by the
people, the community, and the environment they
operate within.”**

- *Bill McRaith, Chief Supply Chain Officer for PVH
(speech at the inauguration of Hawassa Industrial Park)*

SUMMARY OF KEY VIOLATIONS FOUND BY FACTORY

		MAA	ARVIND	JAY JAY	JP
Leading Apparel Brands Sourcing from Factory		H&M; Walmart	PVH; H&M; TCP; Gerber	H&M; TCP	PVH
Wage & Hour Violations	Punitive Wage Deductions	●	●	●	●
	Mandatory Overtime	●	●	●	
	Unpaid Overtime	●	●		
	Off-the-Clock Work	●		●	●
	No Employment Contract				●
Harassment & Discrimination	Verbal Abuse	●	●	●	●
	Sexual Coercion	●			
	Pregnancy Discrimination/ Harassment	●			●
Occupational Health & Safety	Fainting from Overwork	●	●		
	Restricted Access to Water/Restrooms	●		●	
	Unclean Restrooms		●		
	Contaminated Cafeteria Food			●	

HOURLY MINIMUM WAGE for garment workers by country compared to the lowest garment worker wage in Ethiopia (USD)



DRACONIAN WAGE DEDUCTIONS

Partial list of offenses and penalties codified in MAA's handbook:

- “Leaving work station and moving around without permission [or] standing and talking in hallways”: **1 to 5 days' wages;**
- Arriving “five to 30 minutes late without a sufficient reason”:
1 to 3 days' wages;
- “Being reckless with the factory's property and causing repairable damage”: **5 to 10 days' wages.**

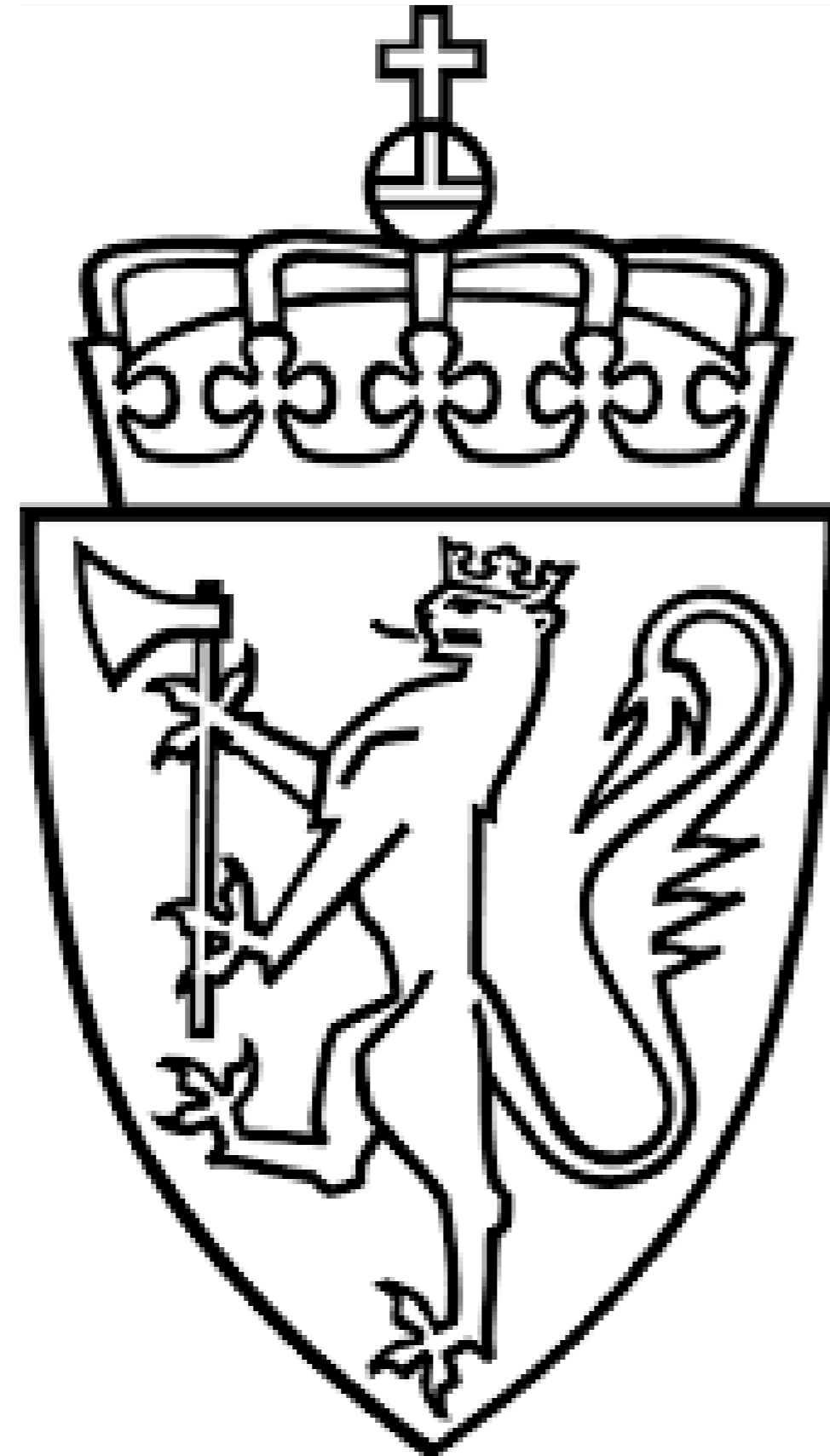
VERBAL ABUSE

"they shout at us when we work too slow for them, which brings many of us to tears."

PREGNANCY DISCRIMINATION

“...workers reported that managers go so far as to touch and inspect the stomachs of prospective employees to check for signs of pregnancy. One worker, for example, reported that “they almost fired a girl with a big belly, because they thought she was pregnant.”

OTHER PARTNERSHIPS AND PROJECTS



NORWEGIAN
PENSION
FUND

COUNCIL ON
ETHICS



Gender-based Violence & Harassment in Lesotho

Nien Hsing Textile

A Leading global producer of denim clothing, operating in four countries and employing about 22,530 workers

Operates four facilities in Lesotho, employing 10,000 workers

Norges Bank a major investor



Culture of Gender-based Violence and Harassment



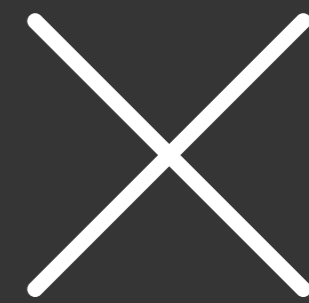
Common practice for managers to coerce workers into sexual relationships for jobs and more favorable terms of work



Female workers face sexual harassment from both managers and coworkers



Management's tolerance of sexual harassment encourages acceptance of harassment as the norm



Lack of accountability for managers creates a culture of acceptance and fear of reporting among women workers

Many supervisors demand sexual favors and bribes from prospective employees. They promise jobs to the workers who are still on probationary contracts. ... All of the women in my department have slept with the supervisor. For the women, this is about survival and nothing else. ... If you say no, you won't get the job or your contract will not be renewed.

C & Y w o r k e r



Company-led and Internal Solution Cannot Address Culture of Sexual Harassment

Workers do not trust
management's resolution systems
because of past and current
actions

No independent monitoring exists
to ensure management treats
cases seriously and takes
disciplinary action

Nien Hsing's practices limiting
workers' freedom of association
increases workers' mistrust of
management, fueling fears of
retaliation for reporting



An Alternative Designed to End the Culture of Gender-based Violence at Nien Hsing

Binding and Enforceable Agreement

Nien Hsing's customers commit to reaching agreement with the unions and NGOs to: 1) Condition future business with Nien Hsing's compliance and 2) Fund the program

Establishment of an Independent Body

Comprehensive program to receive, investigate, and remedy complaints of sexual harassment and coercion

Extensive Education Program

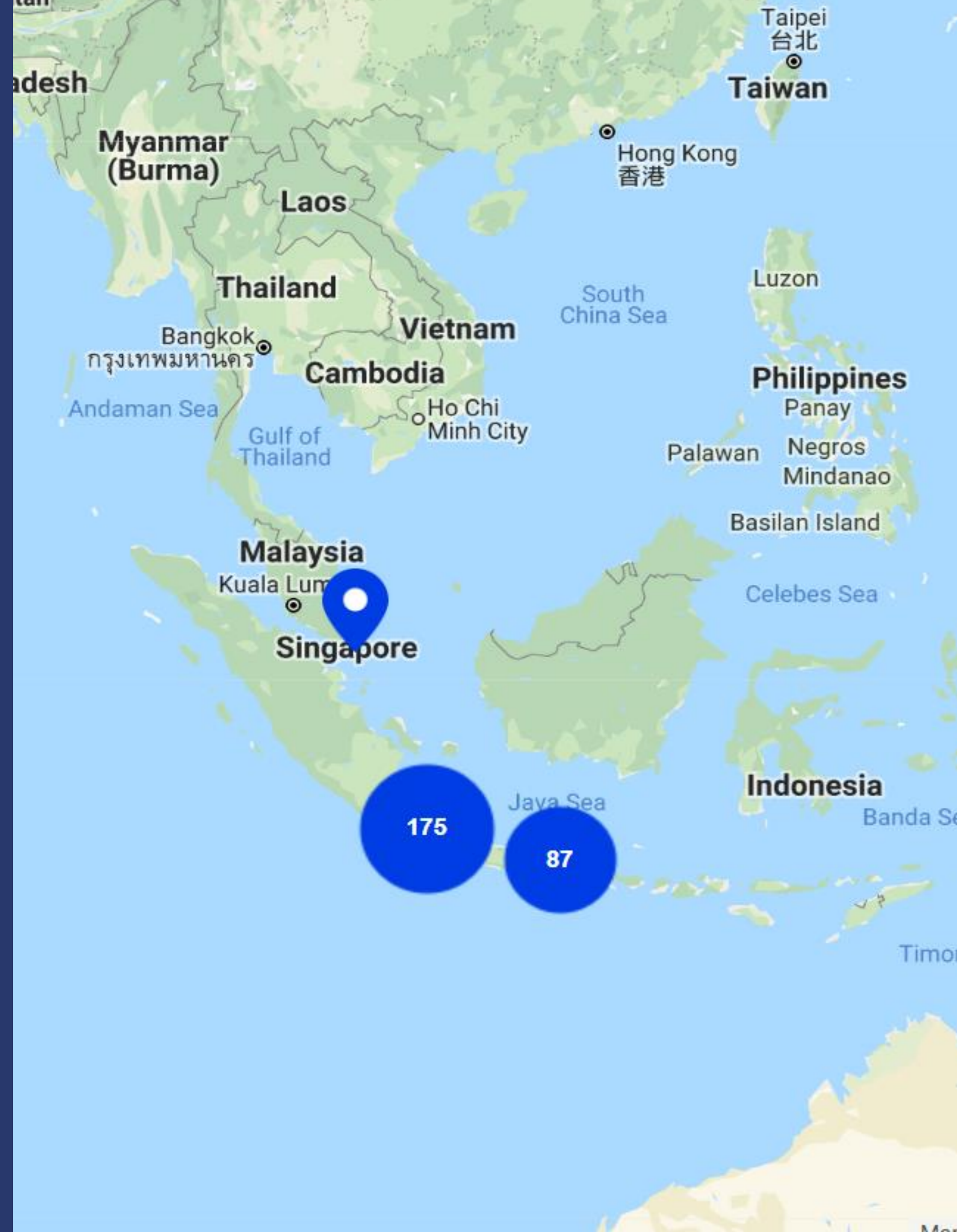
Education and training of employees and management on new code of conduct, the complaint mechanism, and disciplinary measures, including protections against retaliation



Unions and NGOs Play a Central Role

Unions (Independent Democratic Union of Lesotho, National Clothing Textile Allied Workers Union, United Textile Employees) and two NGOs (Federation of Women Lawyers in Lesotho and Women and Law in Southern Africa Research and Education Trust) agree to negotiate together

Identified US-based advisors: the Solidarity Center and Workers United



The Open Apparel Registry (OAR)

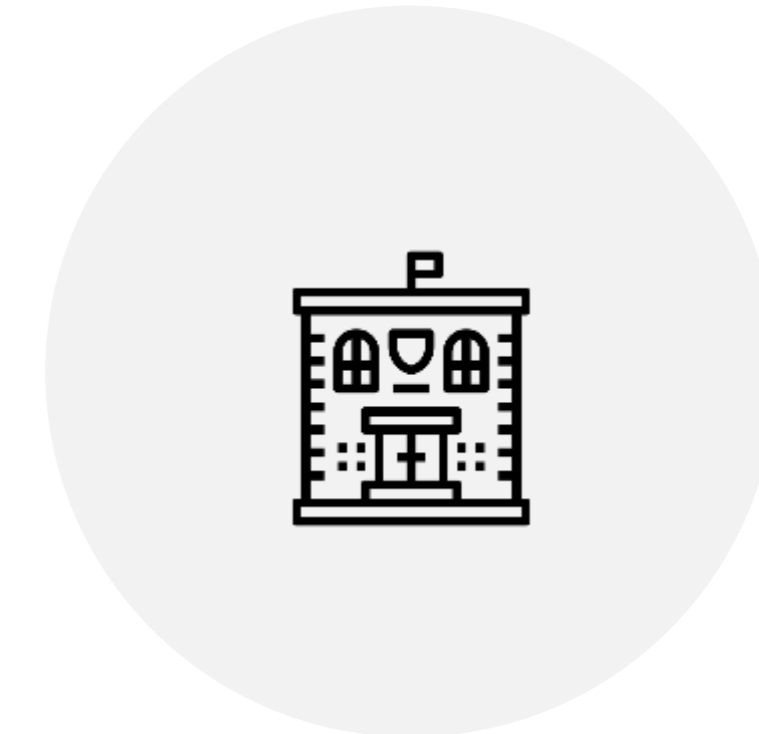
OAR Governance and Structure



Currently two staff manage
the project



Eight member board with
representation from
nonprofit and corporate
entities



OAR will become a
nonprofit established in the
US or Europe

What is the Open Apparel Registry?



Open Apparel Registry

The open map of global apparel facilities.

[GUIDE](#)[SEARCH](#)[FACILITIES](#)

Search a Facility Name

Filter by Contributor

Filter by Contributor Type

Filter by Country Name

[Report an issue](#)[RESET](#)[SEARCH](#)

Open Apparel Registry

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Open Apparel Registry

The open map of global apparel facilities.

SHARE THIS SEARCH

GUIDE SEARCH FACILITIES

Displaying 124 facilities

DOWNLOAD CSV

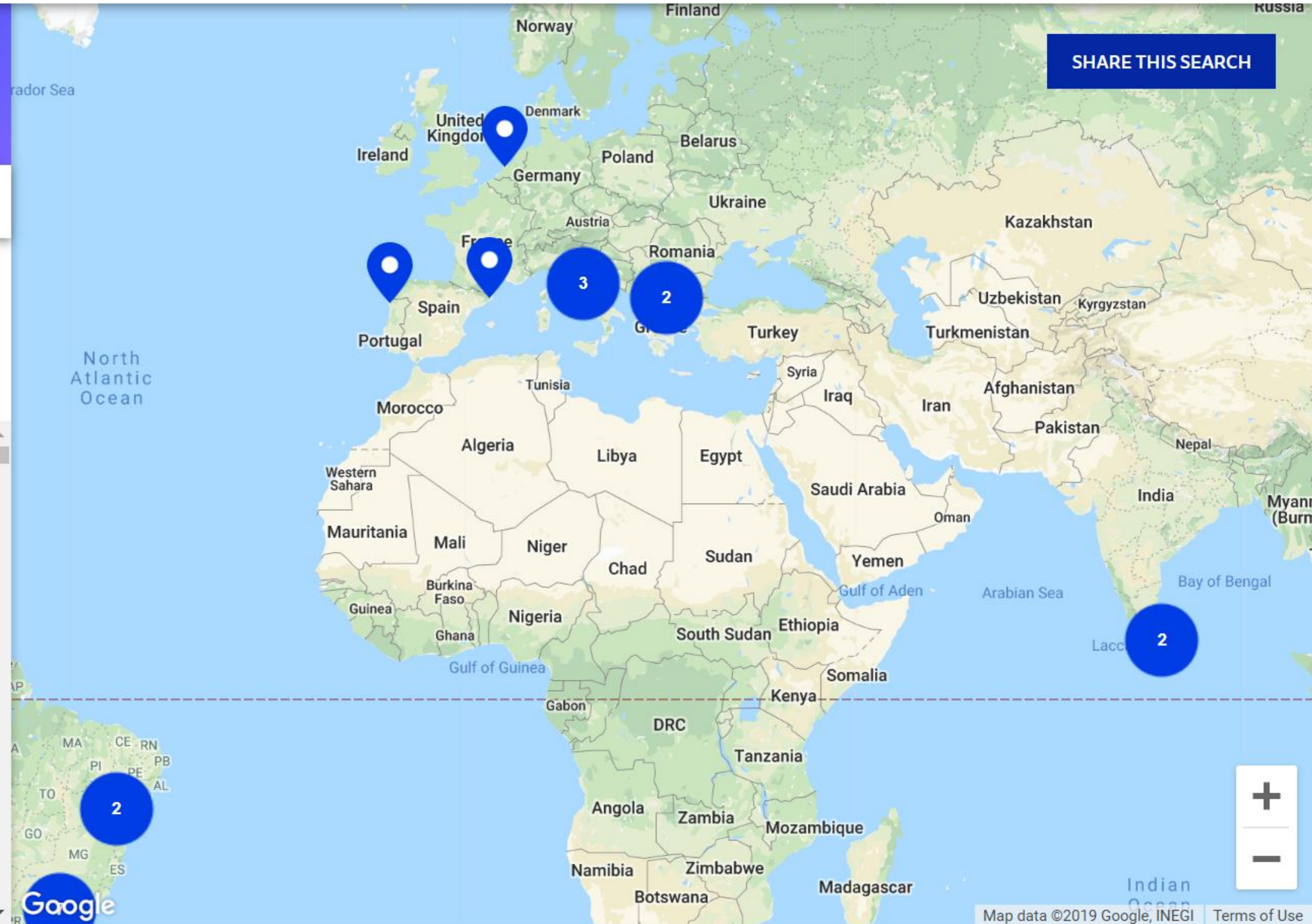
Filter results Filter by name, address, or country

A Cap Ltd. - China
No. 28, ChengYe Road, Sheshan Industrial Park,
Songjiang District, Shanghai

A & M Fashion Pltd - Bulgaria
Pokrovnishko Shosse Str 22, 2700, Blagoevgrad

Airborn Composites s.l. - Spain
Parc Cientific Technologic, Pic de Peguera 9 (La
Creueta), 17003

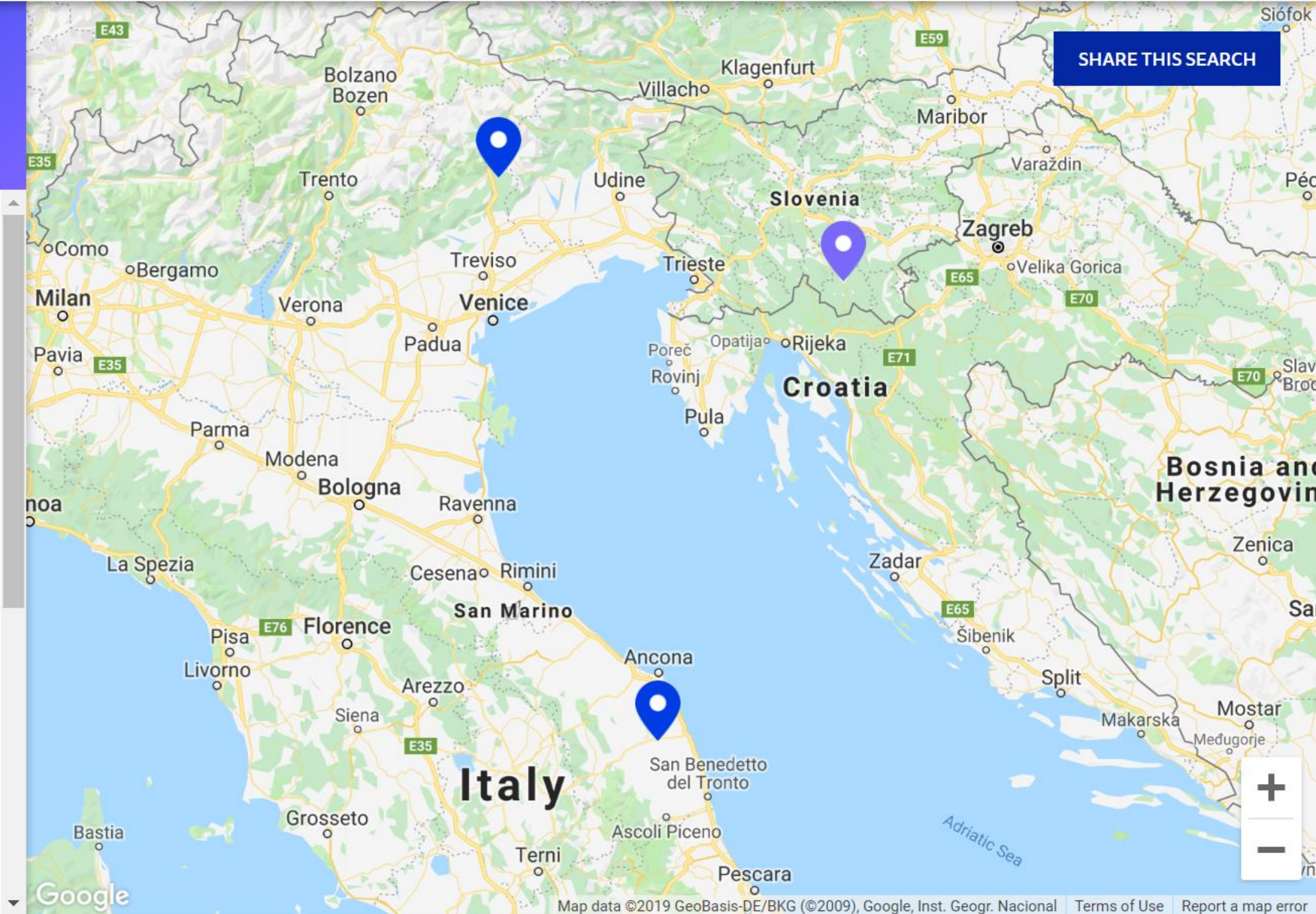
ASICS Apparel Industry Corporation - Japan
57-3-1, Iehisacho, Echizen, Fukui, 915-0801



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