



living wage

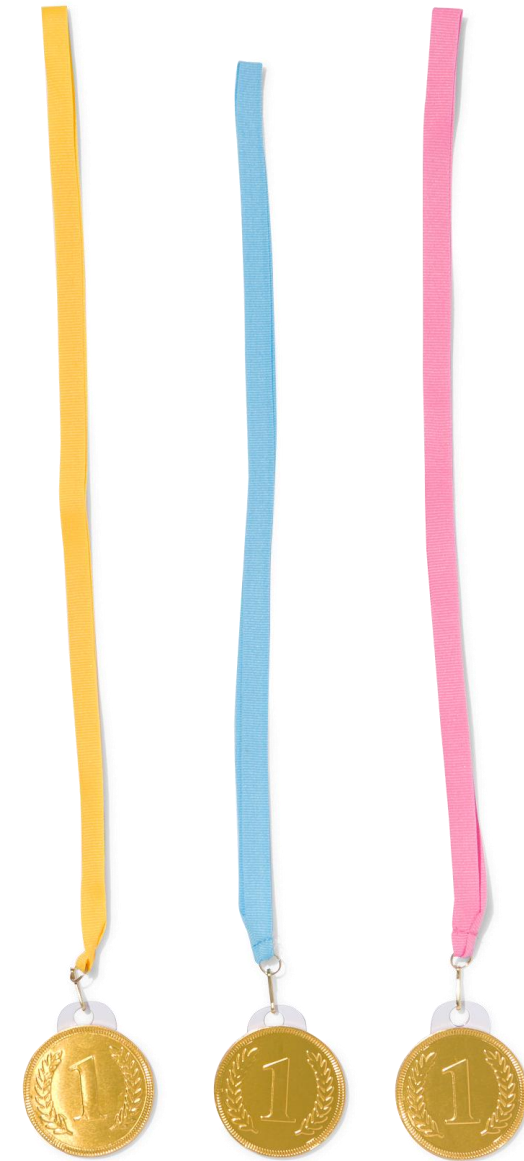
information for suppliers
2025



Dear supplier to HEMA,

HEMA products are produced all over the world. We are proud of our partnership and work together to continuously to towards strong and resilient supply chains. At HEMA we believe that the wellbeing of workers in our supply chain is a priority. A living wage is one of the cornerstones to increase the wellbeing of workers, moral and productivity at the factory. With this information package on living wages, our goal is twofold:

- 1) to share information and;**
- 2) to inspire you as a supplier by sharing tools on how you can calculate a living wage and step-by-step move towards a living wage for your workers.**



a living wage is a . .

. . remuneration received for a standard work week by a worker in a particular [time and] place sufficient to afford a decent standard of living includes food, water, housing, education, healthcare, transport, clothing and other essential needs (including provision for unexpected events)*.

* Global living wage coalition, 2024

A living wage is different from a minimum wage. The living wage aims to address the gap between current remuneration of workers and the wage that workers should earn to have a **decent standard of living** for them and their families.

A minimum wage is the legally mandated lowest pay rate that employers pay.

A living* wage:

- * Is a human right
- * is not defined by law
- * has no binding nature
- * applies to wage earners
- * does not apply to self-employed entrepreneurs and farmers

*Amfori's Living wage Journey 2020

why is a living wage important?



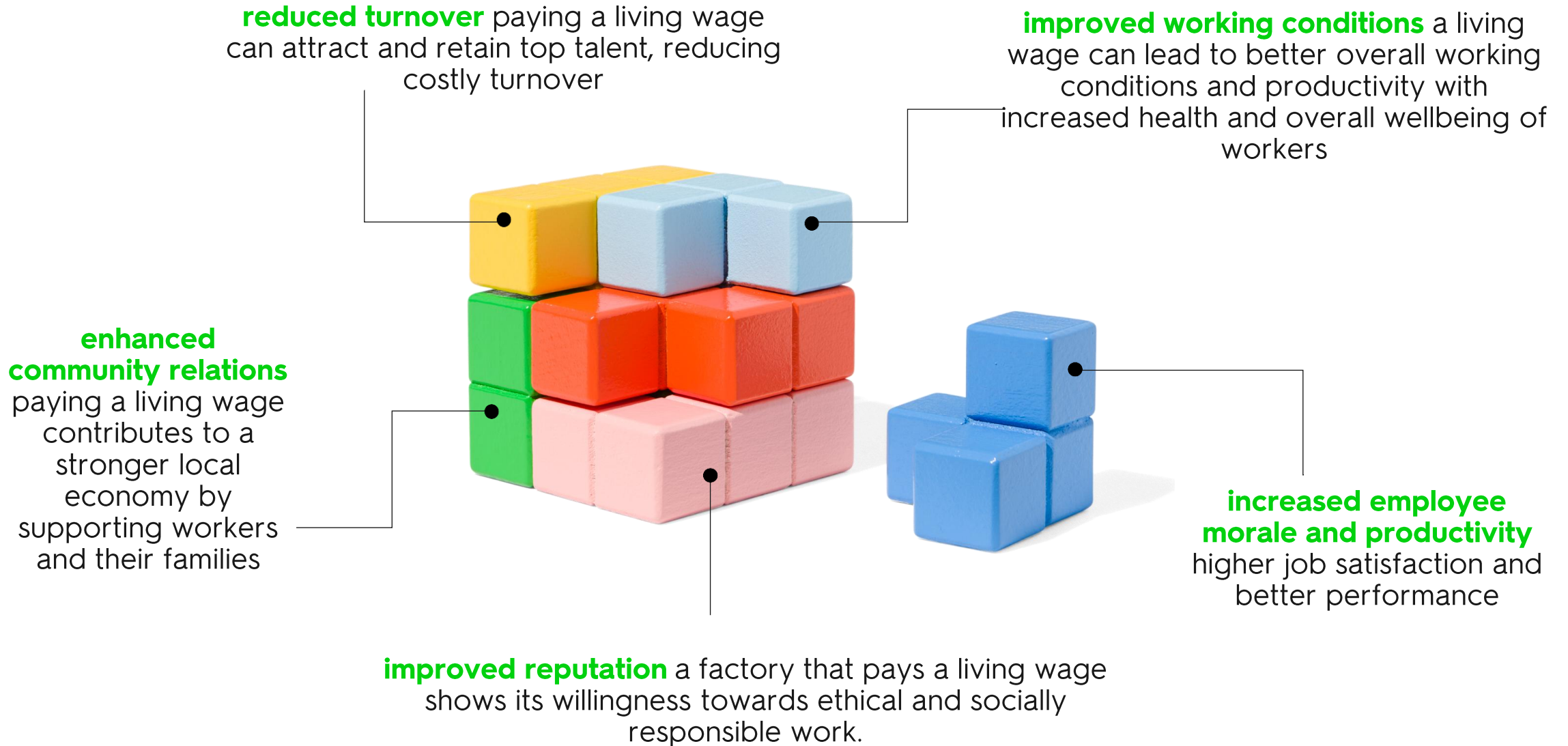
social responsibility

workers' rights are respected

reduced risk for child labour and forced labour

earning enough to meet basic needs helps to prevent workers exploitation and child labour

Benefits to the supplier

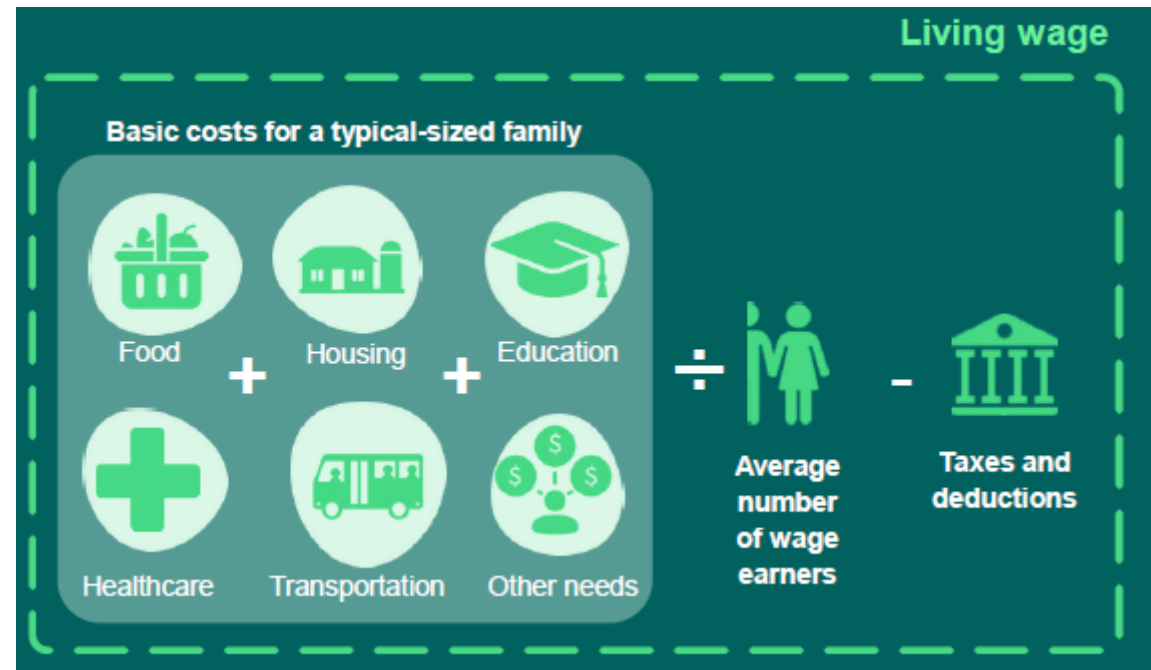


how are living wages calculated?



Considering various approaches and methodologies to calculate a living wage, HEMA supports open dialogue and collaboration with initiatives to move forward in our living wage journey. Social standards such as Amfori BSCI and Sedex SMETA show valuable data and have developed tools to assist businesses in living wage calculations.

Next to audits, the **IDH Salary Matrix** is a tool that supports supply chain efforts and helps you calculate the living wage gap for your facility.



find out more

We invite our stakeholders to discover more about living wages and its opportunities.
For more information, please visit:

- Global living wage (understanding living wage concepts)
- ILO (Adopted Conclusions wage policies 2024)
- OECD Handbook (How to use OECD Due diligence framework for living wages/income + practical tools)
- Amfori's Living Wage Journey
- IDH's roadmap on living wages
 - IDH Salary Matrix Tool (calculating living wage gaps)
 - IDH's Living Wage Action Guide (understand how supply chain actors can collaborate to close living wage gaps)



HEMA is working proactively to improve its impact on workers in the supply chain. How HEMA aims to do this is set out in our Roadmap for living wages.

For more questions reach us on sustainability@hema.nl