

COMPANIES AND BRANDS CHART:

Leverage points with international apparel companies

MARCH 2023



Photo by Ivan Samkov: pexels.com

This Companies and Brands Chart is designed to assist trade unions, women's and labour rights organizations and researchers in developing strategies for brand engagement and/or campaigning to seek corrective action on labour rights violations. The chart lists major apparel companies and the brands they own, providing information on five strategic points of leverage, indicating which companies:

- own manufacturing facilities;
- disclose supply chain information;
- produce collegiate apparel;
- are members of a multi-stakeholder initiative; and/or
- are publicly traded.

(See User's Guide on page 11 for more information.)

Most of the companies listed are North American. Some European companies with a significant retail and/or sourcing presence in the Americas are also included. It is not an exhaustive listing.


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 **Manufacturer**
Companies that own
their own factories
(If yes, the company has more
control over the factory)

 **Supply chain disclosure**
(If yes, can link the factory
to the brand)






 **Produces collegiate apparel**
(If yes, complaints can be
made to the WRC and FLA)






 **Member of MSI***
(If yes, may be able
to file a complaint)


 **Publicly traded**
(If yes, can find more public informa-
tion, may approach investors)


* ETI = Ethical Trade Initiative | FLA = Fair Labor Association


CHART: Companies and their brands


COMPANY NAME	BRANDS IT OWNS					
Abercrombie & Fitch			✓			✓
	Abercrombie & Fitch					
	Gilly Hicks					
	Hollister					
	Social Tourist					
adidas			✓	✓	FLA	✓
	adidas					
	adidas Sportswear					
Amazon			✓			✓
	28 Palms					
	Amazon Aware					
	Amazon Essentials					
	Arabella					
	Arthur Harvey					
	Aurique					
	Buttoned Down					
	Cable Stitch					
	Coastal Blue					
	Core 10					
	Daily Ritual					
	Find					


COMPANY NAME	BRANDS IT OWNS						
Amazon (cont'd)	Franklin Tailored						
	Goodthreads						
	House & Shields						
	Inkast Denim Co						
	Iris Lilly						
	James & Erin						
	Lark & Ro						
	Mae						
	Meraki						
	Moon and Back by Hanna Andersson						
	Myx						
	Paris Sunday						
	Peak Velocity						
	Spotted Zebra						
	Symbol						
	The Drop						
	Wild Meadow						
	American Eagle Outfitters						✓
		Aerie					
	American Eagle (AE)						

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COMPANY NAME	BRANDS IT OWNS					
Amer Sports			✓		FLA	✓
	Arc'teryx					
	Peak Performance					
	Salomon					
	Wilson					
Aritzia						✓
	Auxiliary					
	Babaton					
	Denim Forum					
	Sunday Best					
	Super World					
	Talula					
	Tna					
	TnAction					
Wilfred						
Authentic Brands Group*						
	Aeropostale					
	ARROW					
	Barneys New York					
	Brooks Brothers					
	Eddie Bauer					
	Forever 21					


*ABG also owns several other brands, many of which are celebrity brands, such as David Beckham, Marilyn Monroe and Muhammad Ali.


COMPANY NAME	BRANDS IT OWNS					
Authentic Brands Group (cont'd)	IZOD					
	Jones New York					
	Juicy Couture					
	Lucky Brand					
	Nautica					
	Reebok					
	Van Heusen					
	Vision Street Wear					
	Volcom					FLA
	Bella + Canvas			✓		FLA
Bella + Canvas						
C&A			✓		ETI	
	Angelo Litrico					
	Avanti					
	Baby Club					
	C&A					
	Clockhouse					
	Here & There					
	Palomino					
	Rodeo Sport					
	Westbury					
	Yessica					

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COMPANY NAME	BRANDS IT OWNS					
C&A (cont'd)	Yessica Pure					
	Your Sixth Sense					
Carhartt	Carhartt	✓	✓			
Carter's	Carter's					✓
	Child of Mine (Walmart exclusive)					
	Just One You (Target exclusive)					
	Little Planet					
	Oshkosh B'Gosh					
	Simple Joys (Amazon exclusive)					
	Skip Hop					
	Columbia Sportswear Company		✓			FLA
	Columbia			✓		
	Mountain Hardwear					
	prAna					
	Sorel					
Delta Apparel		✓		✓*	FLA	✓
	Alpine Fleece					
	Burnside					
	Callaway					


*While this company is not a university licensee, some of its wholly owned factories commonly have collegiate production.


COMPANY NAME	BRANDS IT OWNS					
Delta Apparel (cont'd)	Delta Apparel					
	Dri Duck					
	Intensity					
	Original Penguin					
	Perry Ellis					
	Platinum					
	Salt Life					
	Sierra Pacific					
	Soffe (MJ Soffe)					
Dick's Sporting Goods			✓			✓
	Alpine Design					
	Calia					
	DSG					
	Field & Stream					
	Lady Hagen					
	Moosejaw					
	VRST					
	Walter Hagen					
Disney [The Walt Disney Company]*			✓			✓
	20th Century					
	Disney					


*Disney owns many more brands than are listed above. For example it owns production rights for all Disney characters such as Mickey Mouse and Toy Story as well as all Marvel characters.

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COMPANY NAME	BRANDS IT OWNS					
Disney [The Walt Disney Company] (cont'd)	Marvel					
	National Geographic					
	Pixar					
	Star Wars					
Fanatics			✓			FLA
	Fanatics Apparel			✓		
	Majestic					
	Mitchell & Ness			✓		
	Wincraft			✓		
47 Brand	47 Brand			✓		FLA
Fruit of the Loom		✓	✓	✓*		FLA
	BVD					
	Dudley					
	Exquisite Form Fully					
	Fruit of the Loom					
	Jerzees					
	Russell Athletic			✓		
	Spalding					
	Vanity Fair					


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COMPANY NAME	BRANDS IT OWNS					
Gap Inc.			✓			✓
	Athleta					
	Banana Republic					
	Gap					
	Old Navy					
Gildan Activewear		✓	✓	✓*	FLA	✓
	American Apparel					
	Comfort Colors					
	Gildan					
	Goldtoe					
	Peds					
	Secret					
Guess			✓			✓
	Marciano					
	World of Guess					
	GUESS Originals					
H&M			✓		ETI	✓
	Afound					
	ARKET					
	COS					


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H&M (cont'd)	H&M					
	Monki					
	Weekday					
Hanesbrands		✓	✓		FLA	✓
	Alternative					
	Bali					
	Berlei					
	Bonds					
	Bras N things					
	Champion			✓		
	ComfortWash					
	Gear for Sports (GFSI)			✓		
	Hanes					
	Just My Size					
	Knights Apparel					
	Maidenform					
	Playtex					
	Rinbros					
	Ritmo					
	Sheridan					
	Sol y Oro					
	Wonder Bra					
	Zorba					


COMPANY NAME	BRANDS IT OWNS					
Inditex			✓		ETI	✓
	Bershka					
	Massimo Dutti					
	Oysho					
	Pull & Bear					
	Stradivarius					
	Zara					
JC Penney			✓			✓
	Ambrielle					
	a.n.a					
	Arizona Jean Co.					
	Belle + Sky					
	Bold Elements					
	J. Ferrar					
	JCP					
	Liz Claiborne					
	Okie Dokie					
	Mutual Weave					
	Ryegrass					
	St. John's Bay					
Stafford						
Stylus						

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JC Penney (cont'd)	The Foundry					
	Worthington					
	Xersion					
Jockey International	Jockey					
	Life					
Kellwood Apparel	Briggs New York					
	Democracy					
	Jolt					
	Missy					
	reCreation					
	Rewind					
	Tweens/Girls					
	Wit & Wisdom					
Kohl's	Apt. 9					✓
	Croft & Barrow					
	FLX					
	Jumping Beans					
	LC Lauren Conrad					
	Simply Vera Vera Wang					


COMPANY NAME	BRANDS IT OWNS					
Kohl's (cont'd)	So					
	Sonoma Goods for Life					
	Tek Gear					
	Urban Pipeline					
Kontoor Brands	Lee		✓			✓
	Rock & Republic					
	Riders, by Lee					
	Wrangler					
L2 Brands	League		✓	✓	FLA	
	Legacy					
Lacoste	Lacoste		✓			
Levi Strauss & Co	Beyond Yoga		✓			✓
	DENIZEN					
	Dockers					
	Levi's					
	Signature by Levi Strauss & Co.					

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COMPANY NAME	BRANDS IT OWNS					
L.L. Bean	L.L. Bean		✓			
Loblaw			✓			✓
	Joe Fresh					
Lululemon Athletica	Lululemon		✓	✓	FLA	✓
Mountain Equipment Company	MEC		✓		FLA	
New Balance Athletic Apparel			✓		FLA	
	Brine					
	NB Teamsports					
	New Balance			✓		
	Warrior					
Next Level Apparel	Next Level		✓		FLA	
Nike			✓	✓	FLA	✓
	Converse					
	Jordan					
	Nike					
Nordstrom			✓			✓
	BP					
	Caslon					
	Chelsea28					
	Halogen					


COMPANY NAME	BRANDS IT OWNS					
Nordstrom (cont'd)	Nordstrom's Men's Shop					
	Nordstrom Signature					
	Open Edit					
	Treasure & Bond					
	Trucker + Tate					
	Zella					
Outerstuff	Outerstuff		✓	✓	FLA	
Patagonia	Patagonia		✓		FLA	
Puma			✓		FLA	✓
	Cobra Puma Golf			✓		
	Puma					
	Stichd					
PVH Corp.			✓			✓
	Calvin Klein					
	Olga					
	Tommy Hilfiger					
	True & Co.					
	Warner's					

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COMPANY NAME	BRANDS IT OWNS					
Ralph Lauren Corporation			✓			✓
	Chaps					
	Double RL (RRL)					
	Ralph Lauren			✓		
	Polo Ralph Lauren					
	Purple Label					
	Ralph Lauren Luxury					
Sanmar Corporation			✓		FLA	
	CornerStone					
	District Threads					
	Mercer + Mettle					
	Port Authority					
	Port & Company					
	Sport-Tek					
	Volunteer Knitwear					
Sears, Roebuck and Co.						✓
	Jaclyn Smith					


COMPANY NAME	BRANDS IT OWNS					
Target Corporation			✓			✓
	All in Motion					
	A New Day					
	Art Class					
	Auden					
	Ava & Viv					
	Cat & Jack					
	Colsie					
	Future Collective					
	Goodfellow & Co.					
	Joy Lab					
	Knox Rose					
	Kona Sol					
	Original Use					
	Shade & Shore					
	Stars Above					
	Universal Thread					
	Wild Fable					
	Xhilaration					

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COMPANY NAME	BRANDS IT OWNS					
Under Armour	Under Armour		✓	✓	FLA	✓
VF Corporation		✓	✓		FLA	✓
	Altra					
	Dickies					
	Eastpak					
	Icebreaker					
	Jansport					
	Kipling					
	Napapijri					
	Smartwood					
	Supreme					
	The North Face					
	Timberland					
	Vans (Off the Wall)					
Victoria's Secret			✓			✓
	Adore Me					
	Happy Nation					
	PINK					
	Victoria's Secret					

COMPANY NAME	BRANDS IT OWNS					
Walmart						✓
	Athletic Works					
	Bonobos					
	ELOQUII					
	EV1					
	Free Assembly					
	George					
	No Boundaries					
	Joyspun					
	Terra & Sky					
	Time and Tru					
	Wonder Nation					

User's Guide

Companies and Brands Chart at a Glance (pp. 2-10)

In the Companies and Brands Chart, we list apparel companies and the brands they own (Column 1 & 2). The checkmarks in other columns note which companies:

- own manufacturing facilities and therefore are direct employers of at least some of the workers who make their apparel products (Column 3);
- disclose the names and addresses of their supplier factories and, in some cases, the name of the parent company that owns the factory (Column 4);
- produce collegiate apparel, and therefore are vulnerable to pressure from universities and students (Column 5);
- are members of a multi-stakeholder initiative, and therefore may be the subject of third-party complaints (Column 6); and
- are publicly traded and therefore are susceptible to pressure from institutional investors and shareholders (Column 7).

Company name and the brands it owns (Columns 1 & 2)

Many companies own more than one brand, and the brands they own often change over time. Therefore, it is worth verifying whether this is the current “brand” list by checking the company’s website. This is particularly true for large companies like VF Corporation, Hanesbrands and Amazon, whose brand portfolios change regularly as they sell some brands and/or acquire new ones.

The name of the company and the name of one of its prominent brands is often, but not always, the same. For example, Nike owns the brand “Nike,” but also owns the “Converse” brand. Many companies produce different “lines” of the same brand – for example “Gap Kids” or “Ralph Lauren Big and Tall.” When such brand names are very similar, in most cases we’ve opted to not duplicate them in the list.

Use the search function (CTRL+F) to find the company and/or brand that you are interested in learning more about. The name and/or logo of the brand is generally found on the garment’s label, though some are printed on the fabric itself.



A note on companies' "licensees"

While the chart lists companies' owned brands, it does not map companies' licensee relationships, which are more difficult to identify. Many companies have contractual agreements that give them the right to produce and sell brand-name products of another company in certain geographical regions or retail chains. Fanatics, for example, is a major licensee for an increasing number of apparel companies that sell sportswear for teams and fan gear. While Fanatics may have the direct contractual relationship with the factory producing the clothes, both Fanatics and the company it is producing for, such as Nike or Dallas Cowboys, could be pressured to address labour rights violations in that factory. Unfortunately, these opaque sourcing relationships add to the confusion as to which company is the direct client with a specific factory.

Even when companies such as adidas; Hanesbrands, Fruit of the Loom, Kontoor, and New Balance disclose which of their factories produce "licensed" products, they do not disclose the name of the licensee company.

It is essential that relationships between companies and their licensees become more transparent. When licensee information is known, it may increase the chances for success in remediating violations. In one case in El Salvador, it was necessary to identify and campaign against internationally recognized Disney and Grey's Anatomy in order for workers from the Industrias Florenzi factory to win a severance agreement from Barco Uniforms.¹ Barco Uniforms, whose products were made at the factory, is a Disney licensee, and Disney is the owner of ABC Television and the Grey's Anatomy brand.

Manufacturer (Column 3)

Companies with a checkmark in this column own at least some of the factories where their products are made. As a result, the company may be the direct employer of the workers at those factories and thus has the ability to directly implement corrective action where workers' rights are being violated, improve wages and directly negotiate with worker representatives where there is a union.

In Honduras, for example, Hanesbrands, Gildan Activewear, and Fruit of the Loom, own several facilities where their products are made, and combined, directly employ the majority of garment workers in the country. Each has negotiated collective bargaining agreements with unions in that country. In addition to producing their own products, companies such as Gildan, also manufacture products for other major apparel brands and retailers.

Supply chain disclosure (Column 4)

When companies disclose information about the factories where their products are made, it is much easier to link those companies to a particular factory and engage with them to address labour rights violations. The companies that do disclose factory information publish it on their websites and/or on the Open Supply Hub (OS Hub), a free, accessible supply chain mapping platform. Some companies regularly update their lists on their websites (annually or bi-annually, for example); however, as an alternative, an increasing number of companies are uploading factory list information to the OS Hub. We suggest checking both the company website and the OS Hub for the most updated information about the factories from which companies are currently sourcing.

¹ El Salvador: Industrias Florenzi workers win US\$1 million in severance pay. www.maquilasolidarity.org/en/el-salvador-industrias-florenzi-workers-win-us1-million-severance-pay.

MSN maintains a research tool on our website with direct links to company factory disclosure information, which we update periodically.²

Thanks to international pressure for increased supply chain transparency, including the work of the Transparency Pledge Coalition, of which MSN has been an active member, more companies have begun to disclose not only factory names and addresses, but also additional data, such as the name of the parent company that owns the factory, as well as the number and gender breakdown of the workforce.

Disclosing data, such as the parent company of a factory, can provide additional leverage in individual cases of labour rights violations. Brands often have long-term business relationships with large manufacturing companies that own factories in multiple regions of the world. For example, when seeking corrective action for egregious violations of freedom of association at the SAE-A/Winners factory in Guatemala, the Worker Rights Consortium (WRC) wrote to all brand clients that source from that factory and other factories owned by the large Korean multinational SAE-A. Such cases could set an important precedent that may help leverage action on future cases in other factories owned by that same parent company.³

Despite the overall trend toward increased transparency in the industry, according to Fashion Revolution's 2022 Transparency Index, secrecy continues to be a major barrier to achieving change in the industry, with only about half of the 250 companies they surveyed disclosing factory information.⁴

Unfortunately, most disclosure information is only available in English.

Produces collegiate apparel (Column 5)

The companies that have a checkmark in this column produce apparel products bearing the name and/or trademarks of universities and their sports teams, and thus may be more vulnerable to pressure, because many universities have ethical licensing and purchasing policies and codes of conduct. Those policies often have stronger requirements than company codes. Also, some of these universities are members of the Worker Rights Consortium (WRC) and/or the Fair Labor Association (FLA), both of which receive and investigate complaints of labour rights violations occurring at factories that supply university-licensed apparel. While both the WRC and FLA publish reports on the findings of their investigations and the status of corrective action, the WRC's reports provide more detail on the steps the employer has and has not taken to comply with the corrective action plan.

The WRC maintains a database of factories that produce collegiate apparel and accessories.⁵ Searches can be filtered by school, licensee, country of production, factory, or a combination of these filters.

Member of a multi-stakeholder initiative (MSI) (Column 6)

When companies are members of an MSI, like the Fair Labor Association (FLA) or the Ethical Trading Initiative (ETI), serious labour rights violations can be reported and potentially investigated through the MSI's complaint procedure. The FLA's members include major North American brands and some manufacturers in the garment sector. The FLA has a third party complaint mechanism through which workers, unions and worker rights organizations can register complaints about alleged FLA code violations at specific factories, which can trigger an investigation.⁶ The effectiveness of the FLA's complaint mechanism has been the subject of some debate.

² Companies and Brands Research Tools. *Scroll down to Companies and Brands: Factory Disclosure Lists.* <https://www.maquilasolidarity.org/en/companies-and-brands-research-tools>.

³ WRC Factory Investigation: Winners. <https://www.workersrights.org/factory-investigation/winners>.

⁴ Fashion Transparency Index 2022. <https://www.fashionrevolution.org/about/transparency>.

⁵ WRC Factory Database. <https://search.workersrights.org>. For instructions on how to use the database see *Companies and Brands: Factory Disclosure Lists* located at the bottom of this page: <https://www.maquilasolidarity.org/en/companies-and-brands-research-tools>.

⁶ To access information on current complaints, see: <https://www.fairlabor.org/accountability/fair-labor-investigations/tpc-tracking-chart>.

User's guide (continued)

There are other MSIs based in the UK and Europe in which a number of high-profile European-based brands are members. The Chart includes companies that are members of the UK-based Ethical Trading Initiative (ETI). However, that MSI does not have a very robust complaints process.

Publicly-traded company (Column 7)

When a company is publicly traded – that is, its shares are bought and sold by outside investors – Canadian and US law requires that it report more information to the public about the company and its activities. In some cases, institutional shareholders, such as unions that manage pension funds and religious orders, have supported worker rights campaigns by pressuring companies in which they hold shares to improve labour rights policies and practices. For example, on April 22, 2021, seven years after the Rana Plaza disaster, the Interfaith Center on Corporate Responsibility (ICCR) published a statement, endorsed by 181 global institutions representing over US\$4 trillion in assets, which called on global apparel companies sourcing from Bangladesh to recommit to the Bangladesh Accord on Fire and Building Safety.⁷ Workers and/or labour rights organizations have also been able to directly influence shareholders and company boards by giving testimony on labour rights issues at annual company shareholder meetings.



⁷ Protecting Worker Rights: ICCR's Bangladesh Initiative. <https://www.iccr.org/program-areas/human-rights/protecting-worker-rights-iccrs-bangladesh-initiative>.

Credits

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Spanish version: <https://www.maquillasolidarity.org/es/herramientas-investigacion-companias-marcas>