

design for FREEDOM supplier questionnaire



As a supplier for this project, our team is asking you to complete this questionnaire in order to disclose transparency about your products. Please provide responses to each question below and provide back-up or supplemental documentation as necessary.

Company Title _____

Date _____

Product Name _____

Product Number _____

Does this product contain any of the following high-risk materials (check all that apply)?

- Bricks Copper Electronics Glass Iron Minerals Polysilicon Precursors
 Rubber Steel Stone Textiles Timber

Organizational questions (transparency & data collection):

1. Please list the country(ies) in which your organization is headquartered.

2. Please list the country(ies) where your organization manufactures this product.

3. What kind of operations and manufacturing activities do you conduct in your facilities?

4. How many people does your company employ? _____

Risk assessment questions

5. Do you employ seasonal, transient, migrant, or low-skilled workers? _____

6. Is your lowest paid worker receiving a living wage? _____

Use these living wage calculators specific to your region:

[U.S. Living Wage](#) | [Global Living Wage](#) | [U.K. Living Wage](#)

SUPPLIER QUESTIONNAIRE

7. What are the expected working hours and schedules for the workers? _____
8. Are workers subject to paying recruitment fees? _____
Do workers pay fees or owe debts? _____
9. How many workers are provided by a third-party labor provider? _____
10. Do you retain workers' identification documents? _____
If so, where are documents kept and do you have a policy to manage this? _____
11. Do you provide any accommodation for workers? _____
If so, detail the cost of the accommodation and how it is paid. How do you ensure that living conditions are up to standard on site? _____

Risk mitigation questions

11. What organizational or product specific certifications do you have that address fair labor, chain of custody, living wages, material reuse, and/or ethical supply chains?

12. Do you have an audit program and/or other due diligence program for your suppliers? _____
Please describe or provide audit documentation. _____

13. Are fair labor policies available to workers within the organization and communicated to them? _____
(If yes, please provide a copy of the policy.)
14. Are fair labor policies available to your suppliers and communicated to them? _____
(If yes, please provide a copy of the policy.)
15. Is there internal corporate training to create awareness of fair and equitable labor practices within supply chains? (Please provide the training records.) _____
16. What grievance and whistle-blowing mechanisms do you have in place for employees? Please describe the management system for listening to and addressing worker complaints. _____

17. Does your auditing and/or other due diligence program include auditing labor providers (including overseas labor brokers) or employment agencies providing migrant labor? _____

