



SUPPLY CHAIN WORKER WELLBEING

In 2023, we set ourselves the target of reaching three million people with our Workers in the Centre strategy by 2025. That strategy is our most important tool for driving respect for the human and labour rights of the workers in our supply chain and fostering their wellbeing and that of their communities. We met that target in 2025, having reached 3.1 million people with this initiative over the last three years.

This strategy is structured into five Priority Impact Areas, or PIAs (social dialogue, living wages, respect, health and resilience) with specific targets and lines of initiative, which, in 2025, materialised in 30 initiatives and solutions designed in the factories themselves and/or in their communities by our teams or in partnership with other organisations.

Inditex worked with 6,684 factories in 49 markets in 2025. To verify compliance with Inditex's supplier standards, we carry out regular controls.

(Key figures at a glance)

10,709

Traceability audits

1,815

Pre-assessment audits



Environmental preliminary assessments

6,039

Social audits

1,875

Environmental audits

410

Social corrective action plans

590

Environmental corrective action plans



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INVESTING IN COMMUNITIES FOR A LASTING IMPACT

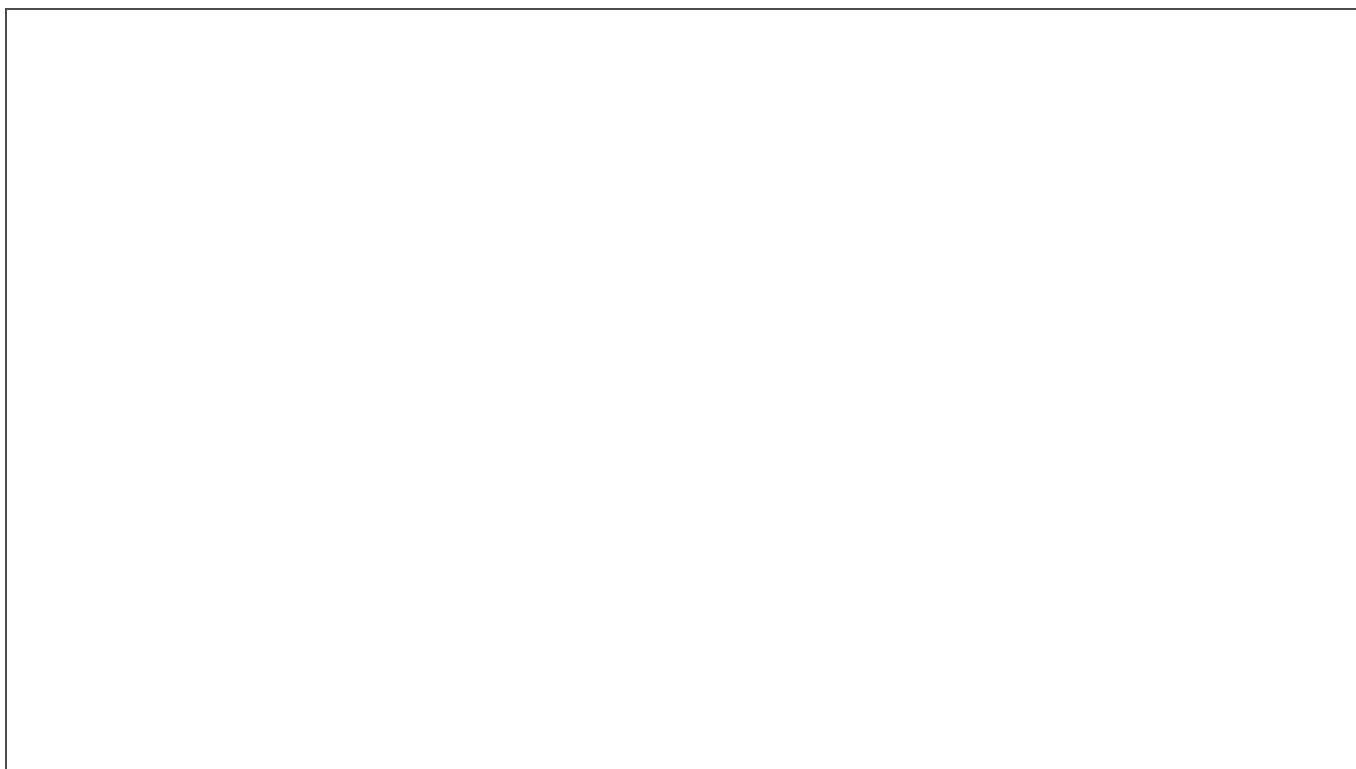
Under the umbrella of our community investment strategy, we invested a total of €175 million in 2025 in a range of non-profit initiatives which took the form of financial and product donations and volunteer hours. Specifically, in 2025 we donated more than 8.4 million items from our collections and our people volunteered 409,871 hours of their time.



RESPONSIBLE TAX CONTRIBUTION

Application of good tax practices is part of Inditex's value creation philosophy and its determination to forge positive social transformation wherever it does business, because the payment of taxes, as a company and as individuals, paves the way for economic and social development at the community level.

In 2025, Inditex's total tax contribution amounted to €9.9 billion, of which €2.5 billion, 26% of the total, was made in Spain. This percentage, which is much higher than Spain's share of the sales mix (16%) reflects the "headquarters effect" derived from the fact that all of the Group's product design and distribution activities are carried out



ETHICS AND COMPLIANCE: THE KERNEL OF OUR BUSINESS

The Global Compliance Model is designed to ensure we comply with applicable legislation and the ethics commitments assumed voluntarily by the Group, while seeking to protect the Group's and its stakeholders' interests, limiting or avoiding exposure to any form of legal liability.

Our ethics commitments and the rules that govern how we conduct ourselves on a daily basis and how we engage with all of our teams and our supply chain are set down in specific Codes of Conduct and fleshed out in other internal regulations. In 2025, 88% of the targeted subset of our workforce received compliance-related training.

The Ethics Line is the preferred grievance channel. It can be used, strictly confidentially, by any employee, director and/or shareholder of any Group company, by any person working under the supervision and management of manufacturers, suppliers, contractors and subcontractors of the Inditex

The Ethics Line recorded 1,164 notifications last year, of which 447 were related to our people and 124 were related to our value chain.

In all of the instances in which breaches were confirmed to have taken place, the corresponding remediation measures were taken commensurate with the nature and severity of the breach detected. Those measures included disciplinary measures (from warnings to the termination of employment), training and internal procedure reviews.



(01)

STATEMENT FROM THE CHAIRPERSON

(02)

CONTACT

PRIVACY POLICY

LEGAL

ACCESIBILITY

COOKIES POLICY