Supplier Programs

Advancing Accountability

Our Vendor Code of Ethics (VCoE) outlines our commitment to respect labor rights, and promote safe and fair working conditions for people in our supply chain. It outlines our expectations of our suppliers and subcontractors[1]. Our VCoE is a component of our Supplier Agreements and aligns with the Fair Labor Association's Workplace Code of Conduct.

No Fee Program

Since 2017, we have engaged with Tier 1 and Tier 2 suppliers[2] in Taiwan through our Foreign Migrant Worker "No Fee" program, with the objective of eradicating recruitment fees for foreign migrant workers. We have expanded the program to facilities in Japan, Jordan, Korea, and Thailand. Our Responsible Supply Chain (RSC) team provides education, guidance, and support to help suppliers understand and implement the "No Fee" program. We also conduct annual assessments and verify remediation of any identified non-compliance. For more information on our No Fee program, please see our latest Modern Slavery Statement on the Reporting & Disclosure page.

Responsible Purchasing Practices

lululemon is committed to responsible purchasing practices, which we believe help to respect the rights of the workers who make our product, strengthen buyer-supplier relationships, and support the business resilience of our suppliers.

Our responsible purchasing practices strategy is informed by supplier feedback and reflects our aim to foster long-term relationships based on collaboration and continuous improvement. Our work focuses on three areas:

1. Setting internal targets that support responsible purchasing practices and measuring our performance.
2. Embedding responsible purchasing practices principles, working groups, and education across key functions.
3. Engaging suppliers on responsible purchasing practices to gather feedback. For example, we participate annually in Cascale's Better Buying Purchasing Practices Index

Fair Compensation

We believe that workers should earn a fair compensation within regular working hours, enabling them to have a decent standard of living.[3]

We know that achieving fair compensation in supply chains is a global challenge that must be approached in collaboration with industry, governments, and civil society. Our Responsible Supply Chain assessments evaluate that compensation in supplier facilities is, at a minimum, in compliance with applicable legal requirements for regular work and overtime.

We partner regularly with key suppliers to collect wage data to better understand wage management systems, compensation levels, and the effects our purchasing practices have on worker wages. This data, which is collected through various channels, informs our fair compensation strategy. Our strategy focuses on three key areas:

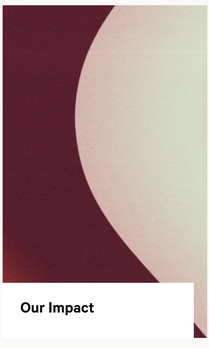
1. **Brand Influenced Wage Drivers** – Identifying areas of opportunity within our purchasing practices and through participation in collaborative pilot projects
2. **Factory Enabled Wage Levers** – Supporting suppliers in improving wage management systems that enable progressive wage increases
3. **Industry Support Mechanisms** – Partnering with organizations that support collaboration to advance fair compensation through programs and living wage research

Vendor Grant

Through the Vendor Grant, funded by lululemon Gives, we support lululemon vendors in implementing projects that meet the wellbeing needs of their employees.

Learn more about our current cohort and the projects we fund around the world: 2025 Vendor Grant Recipients

Learn More



Our Impact



Reporting & Disclosure



lululemon Gives

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