

Individual
Company
Report Cards



American Eagle Outfitters Inc.

Banners: American Eagle Outfitters
Type of company: Public, NASDAQ: AEOS
Notes: 846 Stores in the US and Canada

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -Reported evidence of a "Nominating and Corporate Governance committee" that has explicit responsibility for ethical issues in supply chain	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -Compliance violations and social responsibility standards are specifically addressed in 10-Q filing dated Sept 7, 2005. However, there is no evidence of a systematic analysis of labour rights issues as a risk factor in the annual report	33.3	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain - No mention of comprehensive risk analysis of labour standards issues in the company's supply chain - "Factories are selected for inspection based on a combination of volume and risk factors" - No disclosure of specifics as to what constitutes "risk factors" <i>Website: Corporate Social Responsibility</i>	0	30
Section total score / section weighting		49.99 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Vendor Code of Conduct" -It covers the core ILO conventions but limits the company's commitment to: -Freedom of association: "Vendors and contractors must respect the rights of employees to associate freely, join organizations of their choice and bargain collectively <i>without unlawful interference.</i> " -It does not meet the hours of work standards -It does not include living wage requirements	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://phx.corporate-ir.net/phoenix.zhtml?c=81256&p=irol-SocialResponsibility</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) -"contractually requires all suppliers to meet our global workplace standards...as set forth in our Code of Conduct" <i>p. 4, 2004 Annual Report</i>	66.7	20
Section total score / section weighting		48.34 X 15%

3. Stakeholder Engagement

3.1 Membership of multi-stakeholder processes -No reported evidence of involvement in a multi-stakeholder initiative that includes representation from both NGOs and labour. -Member of Business for Social Responsibility (BSR) which does not qualify as a MSI	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		0 X 20%

4. Management

4.1 Resource Commitment -There is a VP of Corporate Responsibility and Customs Compliance Officer -This VP is two or fewer reporting levels from the board <i>Corporate Social Responsibility Page, see above link</i>	100	30
4.2 Training for buying agents -There are reports of training programs for buying and production teams -There are no reports, however, of whether this is ongoing and scheduled or carried out on an ad-hoc basis <i>Corporate Social Responsibility Page, see above link</i>	50	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	42.5	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to Auditing Labour Standards in the Supply Chain -There is an internal auditing program that applies to all factories in supply chain -"policy for the inspection of factories throughout the world where goods are produced to our order" <i>p. 4, 2004 Annual Report</i>	100	15
5.2 Status of the Audit Schedule -No reported evidence	0	5
5.3 Public Disclosure of Manufacturing Sites -No reported evidence	0	10
5.4 Transparency of the Labour Standards Auditing Methodology -The auditing methodology is not publicly available	0	15
5.5 External Verification of Labour Standard Audits -There is mention of third party involvement in the verification of audits, but the identity of the auditing organization is not reported -"this program utilizes third party inspectors to audit compliance" -There is no reported evidence of input from NGOs or labour in the country of supply <i>p. 4, 2004 Annual Report</i>	33.3	20
5.6 Reporting the Results of Audits of Labour Standards in the Supply Chain -No reported evidence	0	20
5.7 Dealing with Non-Compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations (it could be more detailed). <i>Corporate Social Responsibility Page, see above link</i>	100	15
Section total score / section weighting	36.66	X 35%

Total Score **34** /100



The Forzani Group Ltd.

Corporate banners: Sport Check, Sport Mart, Coast Mountain Sports, National Sports

Franchise banners: Sports Experts, Intersport, Atmosphere, RnR

Type of company: Public, TSX: FGL-T

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting		0 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a "Code of Vendor Conduct" - One of the banners FG operates is Intersport North America. Intersport N.A. is the North American subsidiary of Intersport, a European company that sells private brand merchandise. Intersport has a code of conduct that it applies to the manufacture of its products, which Forzani sells, but FG makes no public mention of this code.	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting		0 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		0 X 20%

4. Management

4.1 Resource commitment -No reported evidence	0	30
4.2 Training for buying agents -No reported evidence	0	25

4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	5
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15
Section total score / section weighting	0	X 35%

Total Score **0** /100



GAP Inc.

Banners: GAP, Banana Republic, Old Navy, Forth & Towne
 Type of company: Public, NYSE: GAP

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -There is a "Governance, nominating and social responsibility" sub-committee in charge of ethical issues in supply chain <i>p.8, 2004 CSR report</i>	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	40	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a list of "Standards of Engagement" -It is not consistent with ILO core conventions with respect to child labour, "at least 14 years of age" -It also limits the company's commitment to: -Freedom of association: "Workers are free to choose whether or not to lawfully organize and join associations." -It does not include a living wage requirement -It does not meet ILO hours of work standards	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://www.gapinc.com/public/SocialResponsibility/socialres.shtml	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) "The Code of Vendor Conduct applies to all factories that produce goods for GAP inc..." <i>GAP code of vendor conduct, see above link</i>	66.7	20
Section total score / section weighting	33.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of Ethical Trading Initiative (ETI) and Social Accountability International (SAI) www.ethicaltrade.org , 2004 CSR report	100	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -CSR report mentions several examples of GAP's engagement with local NGOs and other stakeholders, both in importing countries and countries of manufacture. There is sufficient reported evidence of engagement over time, for example with local unions in Lesotho, labour and human rights groups in Cambodia, and local NGO monitoring organizations in Central America. <i>p. 6, 33, 39, 40 2004 CSR report</i>	100	50
Section total score / section weighting	100	X 20%

4. Management

4.1 Resource Commitment -There is a VP of Social Responsibility -This person is the head of the global compliance office -The stated mandate is the improvement of factory working conditions and labour standards -This person is two or fewer reporting levels from the board <i>p. 9, 2004 CSR report.</i>	100	30
4.2 Training for Buying agents -No reported evidence of training for buying agents -A pilot project is currently underway to conduct training sessions with merchandising and design teams <i>p. 33 of 2004 CSR report</i>	0	25
4.3 Training for factory management personnel and workers -There are many mentions of training projects for factory management personnel and factory workers. -Although it's probably ongoing, there is no sense of it being a regularly scheduled part of the operation, across the supply chain; most are specific pilot programs or in specific countries. <i>2003 CSR report: training sessions in Lesotho, Cambodia, China</i> <i>2004 CSR report: p.10, 12, 19</i>	66.7	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		46.67 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is a commitment to auditing across the entire breadth of the supply chain -In 2004, audits were conducted in 99% of supply chain factories <i>p. 4, 2004 CSR report</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -Once approved a factory will be inspected at least once a year <i>p.18, 2004 CSR report</i>	100	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices -2004 report makes reference to the audit process outlined in the 2003 report -2003 report is still available through their website <i>p.17, 2004 CSR report</i>	100	15
5.5 External verification of labour standard audits -There are several reports of instances in which GAP partners with local NGOs to conduct third party audits. -i.e. COVERCO in Guatemala, EMIH in Honduras and GMIES in el Salvador <i>http://www.gapinc.com/public/SocialResponsibility/sr_projects_indep.shtml</i>	100	20
5.6 Reporting the results of audits of labour standards in the supply chain -Aggregate reporting on audit findings with analysis of results in annual CSR reports -There is some disclosure and analysis of audit findings at the factory or supplier level -Factory level findings are public through reports published by EMIH and COVERCO of audits conducted in factories in Honduras and Guatemala <i>p.22 CSR report, COVERCO website</i>	75	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>p.21, 2004 CSR report</i>	100	15
Section total score / section weighting		85 X 35%

Total Score 68 /100



Hudson's Bay Company

Banners: The Bay, Zellers, Home Outfitters

Type of company: Public, TSX: HBC

Notes: Information available for HBC includes a portion of their 2002 CSR report that is still available on their website as additional information to their more recent reports.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee with explicit responsibility for ethical issues in the supply chain -There is a member of the board of directors with responsibility for ethical issues (http://www.hbc.com/hbc/socialresponsibility/default.asp) <i>2004 annual report, committee membership page</i>	66.7	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -There is mention of labour standards issues as a risk factor in the annual report. <i>p.25, 2004 HBC annual report</i>	66.7	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -There is reported evidence of a risk or exposure analysis of labour standards issues in the supply chain -Mention of internal and external monitoring as a way of "mitigating potential reputation risk" -Break down vendors into 3 levels of priority. Each level focuses resources to perceived risk. i.e. Priority A (high priority): top 200 suppliers based on volume of sales, perceived risk and factory location. -Note: it is not clear whether "perceived risk" is based on a systematic risk analysis of labour standards issues in the supply chain or just on expectations. <i>p. 25, 2004 Annual Report, p. 19, 2004 CSR Report</i>	100	30
Section total score / section weighting	76.69	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Code of Vendor Conduct" -It is not consistent with ILO core conventions with respect to child labour: -"workers can be no less than 15 (or 14 where the law of the country of manufacture allows)" -It covers the core ILO conventions but limits the company's commitment to: -Freedom of association: "Management practices must respect the right of employees to free association and collective bargaining <i>where applicable</i> ." -Discrimination: "We will <i>favour Business Partners</i> who ensure that no employee shall be subject to any discrimination" -It includes a living wage requirement (although without providing information regarding the application of this standard in their supply chain or the definition of this standard in particular countries). -It does not meet the ILO hours of work standards	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://www.hbc.com/hbc/socialresponsibility/sourcing/</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not own procurement) -"we will only engage business partners who demonstrate a commitment...to meet our requirements stated in this code" <i>See above link</i>	66.7	20
Section total score / section weighting	48.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence of involvement in a multi-stakeholder initiative that includes representation from both NGOs and labour. -HBC is a member of various initiatives that do not qualify as MSIs, including: CBSR, BSCI, and CRART.	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -There is a "Director of Vendor Compliance," but his exact duties are not outlined, and it is unclear where he is in relation to the board. http://www.hbc.com/hbc/about/contacts/	50	30
4.2 Training for Buying agents -Company has conducted training sessions with HBC's sourcing, buying and production teams to explain the principles of HBC's code of vendor conduct and the company's programs. -There is no reported evidence, however, of whether this is ongoing and scheduled or carried out on an ad-hoc basis <i>p.18, 2004 CSR report</i>	50	25
4.3 Training for factory management personnel and workers -No reported evidence of training for factory management personnel or factory workers -There is mention of 40 training sessions conducted in 2004 with HBC's vendors but there is no reported evidence that the training was conducted at the site of production or that it was directed specifically at factory management personnel or workers <i>p.18, 2004 CSR report</i>	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	27.5	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is a commitment to auditing all factories that manufacture products for HBC. <i>p. 5, 2002 CSR report (a portion is still available online)</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented <i>p. 5-6: 2002 CSR report (a portion is still available online)</i>	100	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is not publicly available	0	15
5.5 External verification of labour standard audits -Third party audits conducted by Cal Safety Compliance, and International Global Compliance Services. -There is no reported evidence of input from NGOs or labour in the country of supply <i>p. 5: 2002 CSR report (a portion is still available online)</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -There is broad commentary on aggregate audit findings. No specific figures are provided on findings by workplace, country or geographic region. <i>p. 19: 2004 CSR report</i>	25	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations -Although HBC has a zero tolerance policy on child labour, the company has a staged procedure for all other labour rights issues and was therefore awarded full marks for this criterion. <i>p. 19: 2004 CSR report</i>	100	15
Section total score / section weighting	46.6	X 35%

Total Score 37 /100



La Senza Corporation

Type of company: Public, TSX: LSZ.SV

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain -"Factories are selected for inspection based on a combination of volume and risk factors" -No disclosure of depth of analysis, no mention of analysis across supply chain <i>Website: Corporate Social Responsibility</i>	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Code of Vendor Conduct" -It covers the core ILO conventions -It meets the hours of work standards -It includes a living wage requirement	100	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://www.lasenzacorporation.com/en/social_responsibility.html</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) <i>Social Responsibility statement, see above link</i>	66.7	20
Section total score / section weighting	93.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -Mention of an Ethical Standards manager as well as a factory compliance manager, although there is no information publicly available as to what their responsibilities include or where they are with relation to the board. <i>Social Responsibility statement, see above link</i>	50	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		15 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is a commitment to auditing every new factory and re-auditing all current factories. <i>Social Responsibility statement, see above link</i>	100	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is not publicly available	0	15
5.5 External verification of labour standard audits -There is no reported evidence of external verification of labour standards audits -Initial audits are conducted by La Senza staff -The company encourages the use of third party inspectors, but it is unclear how often this is true or who the third party inspectors are. <i>Social Responsibility statement, see above link</i>	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15
Section total score / section weighting		15 X 35%

Total Score 22 /100



Le Château Inc.

Type of company: Public, TSX: CTU.SV.A

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



Levi Strauss & Co.

Banners: Levi's, Dockers, Levi Strauss Signature

Type of company: Private. Levi Strauss has publicly traded bonds. As well, its Japanese subsidiary is public.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

<p>1.1 Board level responsibility for ethical issues in the supply chain -There is a "Corporate Social Responsibility" board sub-committee with responsibility for ethical issues in the supply chain <i>p. 148, 2005 Levi Strauss 10-k</i></p>	100	40
<p>1.2 Reporting of labour standards issues in the supply chain as a risk factor -There is reported evidence of a systematic analysis of labour standards issues as a risk factor <i>p. 74 2004 Levi Strauss 10-K</i></p>	100	30
<p>1.3 Risk analysis of labour standards issues in the company's existing supply chain -There is reported evidence of a risk or exposure analysis in the supply chain -Country assessment Guidelines: "The Guidelines assist us in making practical and principled business decisions as we balance the potential risks and opportunities associated with conducting business in specific countries" -Includes consideration of: health and safety conditions, human rights environment, legal system, political, social and economic environment. <i>http://levistrauss.com/responsibility/toe/ourAppr_guidelines.htm</i></p>	100	30

Section total score / section weighting **100** X 10%

2. Code for Labour Standards in the Supply Chain

<p>2.1 Quality and scope of the code for labour standards in the supply chain There is a "Code of Vendor Conduct" - It addresses all issues of the ILO core conventions, but limits the company's commitment to: -Non-discrimination: "we will favour partners who share this value" and -Freedom of association: "we expect our suppliers to respect the right to free association and the right to organize and bargain collectively <i>without unlawful interference</i>" -However, the terms of Engagement Guidebook expands on both of these points and places their code inline with ILO standards (pp. 22 and 27) -Code does not meet the ILO hours of work standards -Code does not have a living wage requirement <i>Terms of Engagement Guidebook</i></p>	50	60
<p>2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://www.levistrauss.com/responsibility/conduct/guidelines.htm</i></p>	100	20
<p>2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) -"we will only do business with partners that adhere to the following guidelines" <i>See above link</i></p>	66.7	20

Section total score / section weighting **63.34** X 15%

3. Stakeholder Engagement

<p>3.1 Membership of multi-stakeholder processes -Member of Ethical Trading Initiative (ETI) <i>http://www.ethicaltrade.org/Z/abteti/who/memb/list.shtml#co</i></p>	100	50
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3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chains -Some reported examples of engagement over time with NGOs and labour unions in importing countries. There are also reports of engagement with local stakeholders in countries of manufacture, but it is unclear if engagement is taking place over time. http://levistrauss.com/responsibility/toe/iss_freedom2.htm , and http://levistrauss.com/responsibility/toe/initiatives.htm	66.7	50
Section total score / section weighting		83.35 X 20%

4. Management

4.1 Resource commitment -Director, Global Code of Conduct is in charge of overseeing implementation of and compliance with LS&CO. code -This person is two reporting levels from the board <i>Global Sourcing and Operating Guidelines summary</i>	100	30
4.2 Training for buying agents - No reported evidence of training for buying agents - "LS&CO. conducts training sessions for other employees, such as merchandisers and product development managers, to provide an understanding of TOE" http://levistrauss.com/responsibility/toe/codeAppl_training.htm	0	25
4.3 Training for factory management personnel and workers - Periodically, LS&Co provides training for factory management http://levistrauss.com/responsibility/toe/codeAppl_relationship.htm	66.7	25
4.4 Rewards and incentives -No reported evidence	0	20
Section total score / section weighting		46.67 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is a commitment to "ensuring compliance." -There is also mention of a monitoring process http://www.levistrauss.com/responsibility/conduct/index.htm , p. 6, 2004 Annual Report	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -Factories are assessed before they are approved; they are audited once a year once approved http://levistrauss.com/responsibility/toe/codeAppl_assessment.htm	100	5
5.3 Public disclosure of manufacturing sites -Has disclosed the names and addresses of all "active, approved owned-and-operated, contract and licensee factories that manufacture and finish Levi's®, Dockers® and Levi Strauss Signature® products" http://levistrauss.com/responsibility/toe/iss_factoryNames.htm	100	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices http://levistrauss.com/responsibility/toe/TOEGuidebook2005.pdf	100	15
5.5 External verification of labour standard audits -Some external audits are conducted by Verité -There is some reported evidence of input from local NGOs but it is unclear how systematic this third party involvement is http://levistrauss.com/responsibility/toe/codeAppl_assessment.htm	66.7	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations http://levistrauss.com/responsibility/toe/ourAppr_guidelines.htm	100	15
Section total score / section weighting		73.34 X 35%

Total Score 71 /100



Liz Claiborne Inc.

Banners: 28 apparel brands, including Liz Claiborne, Mexx, DKNY, Lucky Brand Jeans, Juicy Couture, Ellen Tracy
Type of company: Public, NYSE: LIZ

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain 2004 annual report, committee membership page	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -Fair Labour Association (FLA) conducts risk assessment to determine which factories will be subject to independent external monitoring <i>p.21-22, FLA Charter document</i> http://www.fairlabor.org/all/about/FLAcharter.pdf	100	30
Section total score / section weighting	30	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a list of Standards of Engagement -It is consistent with the ILO core conventions -It does not meet the hours of work standards -It does not include a living wage requirement	50	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://www.lizclaiborneinc.com/rights/conduct.asp	100	20
2.3 Application of the code for supply chain labour standards -Standards apply to entire breadth of production (but not their own procurement) "Suppliers must adhere to Liz Claiborne's Standards of Engagement" <i>See above link</i>	66.7	20
Section total score / section weighting	63.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) www.fairlabor.org	100	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -There are reports of examples of engagement with NGOs and/or trade unions in Guatemala, Sri Lanka and Hong Kong. It is unclear whether this engagement is taking place over time. <i>p. 124, 2005 FLA Report</i>	33.3	50
Section total score / section weighting	66.65	X 20%

4. Management

4.1 Resource Commitment -VP of Human Rights Compliance is responsible for compliance activities -This person "oversees compliance activities in coordination with compliance team members" -This person is two reporting levels from the board <i>Page 29, 2004 FLA Report.</i>	100	30
4.2 Training for Buying agents - No reported evidence	0	25
4.3 Training for factory management personnel and workers - No reported evidence of training for factory management personnel or factory workers - There is mention of five vendor workshops in China and of approximately 30 individual meetings with high level representatives of main suppliers, but there is no reported evidence that the training was conducted at the site of production or that it was directed specifically at factory management personnel or workers <i>p. 30, 2004 FLA report</i>	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		30 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There are internal audits and FLA external audits. -Liz Claiborne's internal monitoring program was accredited by the FLA in 2005 <i>www.fairlabor.org</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -Percentage of factories are audited by FLA <i>p.28, 2004 FLA report</i>	100	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices -FLA audit methodology available through website -Methodology used by internal monitors or Global Social Compliance monitors is not. <i>www.fairlabor.org</i>	100	15
5.5 External verification of labour standard audits -FLA external verification includes - input from NGOs and unions onsite but it is unclear how systematic this third party involvement is -11 factories audited by FLA in 2003 <i>p. 28, FLA 2004 Annual Report</i>	66.7	20
5.6 Reporting the results of audits of labour standards in the supply chain -There is some disclosure and analysis of audit findings at the factory or supplier level <i>See FLA tracking charts</i>	75	20
5.7 Dealing with non-compliance -There is reported evidence of a policy for dealing with non-compliance -It is not very detailed and it is unclear whether there is a staged approach to dealing with violations	66.7	15
Section total score / section weighting		73.34 X 35%

Total Score 58 /100



Mark's Work Wearhouse

Number of MWW employees: Full-time 1 088, Part-time 2 927

Type of company: Public, TSX: CTR

Notes: The information below applies to the whole of Canadian Tire Company

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -There is a board "Social Responsibility and Risk Governance" subcommittee with responsibility for ethical issues <i>2004 annual report, 2005 management information circular</i>	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -There is mention of labour standards issues as a risk factor in the annual report <i>p. 76, 2004 annual report</i>	66.7	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	60.01	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Code of Vendor Conduct" -It does not cover the core ILO conventions: -It does not include freedom of association. -It does not meet the hours of work standards -It does not include a living wage requirement	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://www2.canadiantire.ca/CTenglish/conduct_code.html</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) <i>p.3 2004 Supplier Code of Business Conduct</i>	66.7	20
Section total score / section weighting	33.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -There is no reported evidence of senior manager whose primary responsibility includes labour standards in the supply chain. -There is a "Director of Compliance," as well as a Business Conduct Compliance Office, but there is no reported evidence that they are responsible for overseeing compliance with the company's supplier code of conduct. <i>p.19, 2004 Annual Information Form</i>	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is mention of periodic assessments <i>p.19, 2004 Annual Information Form</i>	50	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is not publicly available	0	15
5.5 External verification of labour standard audits -Mention of third party that assists the auditing process ("where appropriate"), but not clear who -There is no reported evidence of input from NGOs or labour in the country of supply <i>p.8, 2004 Supplier Code of Business Conduct</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>p. 8, 2004 Supplier Code of Business practices</i>	100	15
Section total score / section weighting	29.16	X 35%

Total Score 21 /100



Mountain Equipment Co-operative

Type of company: MEC is a Co-operative. It makes company information public to its members.

Notes: Because it is not a typical company, it does not have the same internal structure as most.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for labour standards issues in the supply chain -The MEC board has two committees that oversee labour standards issues in the supply chain: The Governance + Member Relations Committee and the Community Involvement Committee. -There is no publicly available information that outlines the specific responsibilities that the above-mentioned committees have to labour standards issues in the supply chain. -There is no board member with explicit responsibility for labour standards issues in the supply chain. <i>Website listing of board members and responsibilities</i>	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor (this may be less relevant to a co-operative than to a company that has shareholders)	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -Fair Labour Association (FLA) conducts risk assessment to determine which factories will be subject to independent external monitoring <i>p.21-22, FLA Charter document</i> http://www.fairlabor.org/all/about/FLAcharter.pdf	100	30
Section total score / section weighting		30 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Buying Policy" -It covers the core ILO conventions -It meets the hours of work standards -It does not include a living wage requirement	75	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=770745&bmUID=1121142692240	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) -"all our suppliers know we expect them to comply with our SCC" <i>Product Sourcing Policy on MEC website</i>	66.7	20
Section total score / section weighting		78.36 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) <i>MEC 2004 STEP report</i>	100	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		50 X 20%

4. Management

4.1 Resource Commitment -There is a "Senior-level sourcing position, Social Compliance Manager. Reporting directly to the CEO" -This person is in charge of accountability for sourcing at MEC and is two reporting levels from the board <i>2004 STEP Report</i>	100	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		30 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There are internal audits and FLA audits. -Audits take place at new prospective factories and at any factories that produce MEC brand products <i>2004 STEP audit web page</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -FLA conducts audits on a percentage of factories per year -Factories considered for production must also undergo audits <i>www.fairlabor.org</i>	100	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices -FLA audit methodology available through website <i>www.fairlabor.org</i>	100	15
5.5 External verification of labour standard audits -Have used Verité as an independent 3 rd party monitor -FLA external verification includes input from NGOs and unions onsite but it is unclear how systematic this third party involvement is <i>www.fairlabor.org</i>	66.7	20
5.6 Reporting the results of audits of labour standards in the supply chain -There is some disclosure and analysis of audit findings at the factory or supplier level -Membership to FLA began in 2005, reports on FLA audits are not yet available <i>2004 STEP report, www.fairlabor.org</i>	75	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>STEP audit web page</i>	100	15
Section total score / section weighting		78.34 X 35%

Total Score **58** /100



NIKE Inc.
Banners: Information below only applies to the NIKE and Jordan brands managed by NIKE Inc.
Type of company: Public, NYSE: NKE

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for labour standards issues in the supply chain -There is a board "Corporate Social Responsibility" committee responsible for labour issues, among other things <i>p. 6, 2004 CSR report</i>	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -Fair Labour Association (FLA) conducts risk assessment to determine which factories will be subject to independent external monitoring <i>p.21-22, FLA Charter document</i> http://www.fairlabor.org/all/about/FLAcharter.pdf -Nike also conducts an internal risk analysis of labour standards compliance in its supply chain to determine which factories receive Nike's more extensive "M-audits" (as opposed to less intensive but more frequent SHAPE audits) <i>p. 22, FY04 CR Report</i>	100	30
Section total score / section weighting	70	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Code of Vendor Conduct" -It covers the core ILO conventions but limits the company's commitment to: -Freedom of association: "Nike partners with contractors who share out <i>commitment to best practices and continuous improvement</i> in management practices that respect the rights of all employees, including the right to free association and collective bargaining." -It does not meet the hours of work standards -It does not include a living wage requirement	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://www.nike.com/nikebiz/nikebiz.jhtml?page=25&cat=code	100	20
2.3 Application of the code for supply chain labour standards -Code applies only to Nike and Jordan brands <i>p.16, 2004 CSR report</i>	33.3	20
Section total score / section weighting	41.66	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) <i>p. 32, 2004 CSR report</i>	100	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -CR report mentions examples of Nike's engagement with local NGOs and other stakeholders in importing countries and, to a lesser extent, in countries of manufacture. However, there is no reported evidence of onsite engagement over time.	66.7	50
Section total score / section weighting	83.35	X 20%

4. Management

4.1 Resource Commitment -There is a "Director of Global Apparel Operations and Corporate Responsibility" -This person is a member of the CR Business Leadership team that reports to the CR board Committee. <i>p.7, 2004 CSR report</i>	100	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -The Nike compliance team provides generalized training or makes it available through outside resources, to raise factory team competencies and capacities to self-manage labour, environment, safety and health -16,950 factory workers and management received training in 2004 -No indication that this is scheduled or ongoing practice <i>p. 19 and 30, 2004 CSR report</i>	66.7	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		46.67 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -"all factories with which Nike places orders directly should receive an initial SHAPE assessment and third party labour audit at minimum" -Being a member of the FLA also commits NIKE to having a percentage of factories audited by the FLA <i>p.18 CSR report</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -Factory Compliance Cycle -FLA schedule <i>p. 17 CSR report, www.fairlabor.org</i>	100	5
5.3 Public disclosure of manufacturing sites -Disclosure of factory level manufacturing facilities for NIKE brand products, but not for all brands owned by company - http://www.nike.com/nikebiz/nikebiz/jhtml?page=25&cat=activefactories	66.7	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices -Internal audit methodology is available in CSR report -FLA audit methodology available through website <i>p.35, 2004 CSR report, www.fairlabor.org</i>	100	15
5.5 External verification of labour standard audits -FLA external verification includes input from NGOs and unions onsite but it is unclear how systematic this third party involvement is <i>p.22,2004 CSR report, www.fairlabor.org</i>	66.7	20
5.6 Reporting the results of audits of labour standards in the supply chain -There is some disclosure and analysis of audit findings at the factory or supplier level -FLA tracking charts -Mostly aggregate audit findings <i>p. 36, 2004 CSR report, www.fairlabor.org</i>	75	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>p.17, 2004 CSR report</i>	100	15
Section total score / section weighting		85.01 X 35%

Total Score 69 /100



Polo Ralph Lauren Corporation

Type of company: Public, NYSE:RL

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting **0** X 35%

Total Score **0** /100



Reitmans Canada Ltd.

Banners: Reitmans, Smart-Set/Dalys, RW&Co, Pennington Superstores, Thyme Maternity, Addition-Elle

Type of company: Public, TSX: RET-T

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



Sears Canada Inc.

Type of company: Public, TSX: SCC

Notes: The majority shareholder of Sears Canada is Sears Roebuck & Co., its U.S. counterpart.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for labour standards issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for labour standards issues in supply chain 2004	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting		0 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a buying policy -It does not meet the core ILO conventions with respect to child labour: -The minimum age is set at 14 -It covers the core ILO conventions but limits the company's commitment to: -Non-discrimination: "based on personal characteristics, beliefs or other <i>legally protected criteria</i> " -It does not meet the hours of work standards -It does not include a living wage requirement	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website http://sears.ca/e/corporate/buyingpolicy.htm	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) <i>See above link, 2004 remarks from president and C.E.O.</i>	66.7	20
Section total score / section weighting		33.34 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		0 X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25

4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15
Section total score / section weighting	0	X 35%

Total Score **5** /100



Wal-Mart Stores Inc.
 Type of company: Public, NYSE: WMT

Notes on Findings	Company Score	Question weighting (%)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain <i>p. 9, 2005 Proxy statement, 2005 Annual Report</i>	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -There is mention of labour standards issues as a risk factor in the annual report -"Risks associated with the vendors from whom our products are sourced could adversely affect our financial performance" <i>p. 14, 2005 10-K report</i>	66.7	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting		20.01 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a list of "Supplier Standards" -It does not meet the core ILO conventions with respect to child labour, -Minimum age set at 14. -It also limits the company's commitment to: -Freedom of association: "...so long as such groups are legal in their own country." -Discrimination: Favours suppliers "who do not discriminate..." -It does not meet the hours of work standards -It does not include a living wage requirement	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is publicly available and included in their Report on Standards for Suppliers <i>www.walmartstores.com</i>	100	20
2.3 Application of the code for supply chain labour standards -Supplier Standards apply to entire supply chain (but not their own procurement) <i>p.6, 2004 Report on Standards for Suppliers</i>	66.7	20
Section total score / section weighting		33.34 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence of involvement in a multi-stakeholder initiative that includes representation from both NGOs and labour. (Asda, which is wholly owned by Wal-Mart, is a member of ETI. This precedes the purchase of Asda by Wal-Mart.) -Member of Business for Social Responsibility (BSR)	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Mention of some engagement with NGOs, but there is no information regarding who, when or where <i>2004 Report on Standards for Suppliers</i>	0	50
Section total score / section weighting		0 X 20%

4. Management

4.1 Resource Commitment -There is a senior VP of global procurement managing director, but it is not clear if his primary responsibility includes labour standards in the supply chain -There is a director of compliance but he is more than two reporting levels from the board <i>p. 8, 2004 Report on Standards for Suppliers</i>	50	30
4.2 Training for Buying agents -There is mention of ad hoc training for buyers in 2003 <i>p.4, 2003 Factory Certification Report</i> -There is no mention of training for buyers in 2004. There is mention of training for over 1,000 Wal-Mart associates to increase awareness of factory certification program but it is unclear what positions these associates have <i>p.7, 2004 Report on Standards for Suppliers</i>	50	25
4.3 Training for factory management personnel and workers -In 2004, Wal-Mart associates trained 7,910 suppliers and factory managers. There is mention of monthly training sessions for both suppliers and factory management to increase their familiarity with the requirements... -There is no evidence of training for factory workers but there is mention of plans for worker training in the future <i>p.7, 2004 Report on Standards for Suppliers</i>	33.3	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting		35.82 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is a commitment to conduct audits across the entire breadth of the supply chain <i>p.6, 2004 Report on Standards for Suppliers</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented <i>p.6, 2004 Report on Standards for Suppliers</i>	100	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is not publicly available, (except explanation on how worker interviews are conducted) <i>p.31, 2004 Report on Standards for Suppliers</i>	0	15
5.5 External verification of labour standard audits -Third party audits account for 15% of all audits -Inspections conducted by Global Social Compliance and Intertek Testing Service -There is no reported evidence of input from NGOs or labour in the country of supply <i>p.26, 2004 Report on Standards for Suppliers</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -There is disclosure of aggregate audit findings -There is no reported disclosure or analysis of audit findings at the factory level <i>2004 Report on Standards for Suppliers</i>	50	20
5.7 Dealing with non-compliance -There is reference to handling non-compliance with the code (4 colour system) -However, there is a zero tolerance policy on "serious violations related to child labour, forced and prison labour, ... discrimination, human rights abuses..." Since the above list includes 3 core labour rights, we concluded that Wal-Mart does not have a staged approach to dealing with non-compliance. <i>p.30, 2004 Report on Standards for Suppliers</i>	66.7	15
Section total score / section weighting		46.66 X 35%

Total Score 30 /100



Winners (TJX)

Type of company: Public, NYSE: TJX

Notes: Winners is a subsidiary of TJX companies.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for labour standards issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for labour standards issues in supply chain -The social compliance committee is not a board subcommittee <i>2004 annual report, http://www.tjx.com/corprespons/vendorcomp.html</i>	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting		0 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a Buying Policy -It does not meet the core ILO conventions with respect to child labour: -Defines child as "anyone below 14 years of age" -It limits the company's commitment to: -Freedom of association: "Our vendors must respect the rights of their workers to choose (or choose not) to freely associate and to bargain collectively <i>where such rights are recognized by law.</i> " -It does not include a living wage requirement -It does not meet the hours of work standards	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://www.tjx.com/corprespons/vendorcomp_code.html</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production (but not their own procurement) <i>see above link</i>	66.7	20
Section total score / section weighting		33.34 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		0 X 20%

4. Management

4.1 Resource Commitment -There is mention of a Global Social Compliance manager who is responsible for overseeing ethical sourcing program -This person is more than two reporting levels from the board (reports to VP, who is 2 levels from the board) http://www.tjx.com/corprespons/vendorcomp.html , 2004 annual report	50	30
4.2 Training for Buying agents -There is mention of buying agent training. -There is no indication, however, of whether this is ongoing and scheduled or carried out on an ad-hoc basis <i>see above link</i>	50	25
4.3 Training for factory management personnel and workers -No reported evidence of training for factory management personnel or factory workers -Mention of training for vendor agents but there is no reported evidence that the training was conducted at the site of production or that it was directed specifically at factory management personnel or workers <i>see above link</i>	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	27.5	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is an internal auditing program that applies to all factories in supply chain http://www.tjx.com/corprespons/vendorcomp.html ,	100	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices -TJX provides internal audit process <i>See above link</i>	100	15
5.5 External verification of labour standard audits -CSCC conducts third party audits -There is no reported evidence of input from NGOs or labour in country of supply http://www.tjx.com/corprespons/vendorcomp.html ,	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>See above link</i>	100	15
Section total score / section weighting	51.66	X 35%

Total Score **29** /100



Boutique Jacob Inc.

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



Giant Tiger Stores Ltd.

Banners: Giant Tiger, Scott's Discount

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



Grafton-Fraser Inc.

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



Harry Rosen Inc.

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



International Clothiers Inc.

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



Northern Group Retail Ltd.

Banners: Northern Reflections and Northern Getaway

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting		0 X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a list of "Global Sourcing Guidelines" -It does not meet the core ILO conventions with respect to child labour, -"Workers may not be younger than 15 years of age (or 14 where local law permits)" -It covers the core ILO conventions but limits its commitment to more than one convention: -Freedom of association: "the right to choose to affiliate with <i>legally sanctioned</i> organizations or associations" -It does not meet hours of work standards -It does not have a living wage requirement	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Global Sourcing Guidelines are available on their website http://northernreflections.com/Corporate/Index.aspx?p=Global-Sourcing-Guidelines	100	20
2.3 Application of the code for supply chain labour standards -Applies to entire supply chain (but not to their own procurement) -"Each of the Company's suppliers agrees that, by accepting orders from the Company or any of its subsidiaries, it will abide by and implement the terms of these Global Sourcing Guidelines"	66.7	20
Section total score / section weighting		33.34 X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting		0 X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15
Section total score / section weighting	0	X 35%

Total Score **5** /100



Roots Canada Ltd.

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is a "Workplace Code of Conduct" -It covers the core ILO conventions but limits the company's commitment to: -Freedom of association: "Suppliers must not interfere with workers who wish to <i>lawfully</i> and peacefully associate, organize, or bargain collectively." -Discrimination: Code only prohibits " <i>unlawful</i> " discrimination -It does not include a living wage requirement -It does not meet the hours of work standards	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Workplace Code of Conduct is available on their website: http://www.roots.com/new_canada/html/pr_code_of_conduct.shtml	100	20
2.3 Application of the code for supply chain labour standards -Applies to entire supply chain (but not to their own procurement) -"[the ROOTS Workplace Code of Conduct] is a formal statement that outlines the conditions we require our suppliers to respect if they want to do business with us"	66.7	20
Section total score / section weighting	33.34	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Mention of engagement with MSN and OXFAM but it is not clear if engagement is over time. -No mention of engagement with NGOs onsite. http://www.roots.com/new_canada/html/pr_open_letter.shtml	33.3	50
Section total score / section weighting	16.65	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -There is mention of training for production and sourcing staff “to ensure that our own employees understand and comply with Roots standards and guidelines” -There is no indication, however, of whether this is ongoing and scheduled or carried out on an ad-hoc basis http://www.roots.com/new_canada/html/pr_open_letter.shtml	50	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	12.5	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -Mention of conducting audits of supply chain through third party http://www.roots.com/new_canada/html/pr_open_letter.shtml	100	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is not publicly available	0	15
5.5 External verification of labour standard audits -CSCC conducts third party audits -There is no reported evidence of input from NGOs or labour in the country of supply http://www.roots.com/new_canada/html/about_us_social_resp.shtml	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance and it includes a staged approach to dealing with violations <i>An Open letter About Roots 2005</i>	100	15
Section total score / section weighting	36.66	X 35%

Total Score **24** /100



Tristan and America

Type of company: Private

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100



YM Inc.

Type of company: Private

Annual Sales, 2004: Information not disclosed

Notes: Private companies have different internal organization from public companies. They are also not required to publish annual reports.

Notes on Findings	Company Score	Question Weighting (% of section)
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1. Governance and Risk Management

1.1 Board level responsibility for ethical issues in the supply chain -No reported evidence of formal board sub-committee or board member with explicit responsibility for ethical issues in supply chain	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -No mention of labour standards issues as a risk factor	0	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -No mention of comprehensive risk analysis of labour standards issues in the company's supply chain	0	30
Section total score / section weighting	0	X 10%

2. Code for Labour Standards in the Supply Chain

2.1 Quality and scope of the code for labour standards in the supply chain -There is no reported evidence of a Code of Vendor Conduct	0	60
2.2 Publication and availability of the code for labour standards in the supply chain -Nothing publicly available related to a Code of Conduct	0	20
2.3 Application of the code for supply chain labour standards -No reported evidence of a code	0	20
Section total score / section weighting	0	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	50
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	50
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	30
4.2 Training for Buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -No reported evidence	0	20
Section total score / section weighting	0	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -No reported evidence	0	15
5.2 Status of the audit schedule -No reported evidence	0	5
5.3 Public disclosure of manufacturing sites -No reported evidence	0	10
5.4 Transparency of the labour standards auditing methodology -No reported evidence	0	15
5.5 External verification of labour standard audits -No reported evidence	0	20
5.6 Reporting the results of audits of labour standards in the supply chain -No reported evidence	0	20
5.7 Dealing with non-compliance -No reported evidence	0	15

Section total score / section weighting 0 X 35%

Total Score 0 /100