



Lululemon

Banners: Lululemon

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 -There is a board member with explicit responsibility for ethical issues in supply chain http://www.lululemon.com/about/legacies/manufacturing	66.7	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		
	26.7	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: Child labour: "No person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows)..." -It does not meet the hours of work standard -It does not have a living wage requirement	25	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.lululemon.com/about/lululemon_code_of_conduct.pdf	100	20
2.3 Application of the code for supply chain labour standards -Applies to entire supply chain http://www.lululemon.com/about/legacies/manufacturing	100	20
Section total score / section weighting		
	55	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence	0	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -No reported evidence	0	30
3.3 Worker and third party complaints - No reported evidence	0	40
Section total score / section weighting		
	0	X 20%

4. Management

4.1 Resource Commitment -There is a Global Director of Production but it is not clear if s/he is responsible for labour standards in the supply chain. http://www.lululemon.com/about/legacies/manufacturing	0	30
4.2 Training for Buying agents -There is mention of training but insufficient information on the type, frequency and content. http://www.lululemon.com/about/legacies/manufacturing	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 a commitment to auditing across the entire breadth of the supply chain	100	15
5.2 Status of the audit schedule -An auditing work plan is in place and is currently being implemented http://www.lululemon.com/about/legacies/manufacturing	100	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		20 X 35%

Total Score **18** /100