

Revealing
Clothing

Part III:

Individual Company Report Cards



adidas

Banners: adidas, Reebok, Rockport, TaylorMade
 Type of company: Public, AD SG.DE
 Notes:

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 evidence of Board-level responsibility for ethical issues in the supply chain.	0	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -Evidence of an analysis of labour standards as a risk factor in the Annual Report. (<i>Annual Report 2005, p. 108</i>)	100	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain - Strategic monitoring concentrated on high risk factories and those with large volumes of orders (<i>SEA report 2005, p. 24</i>) -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: http://www.fairlabor.org/all/about/FLACharter.pdf</i>	100	30
Section total score / section weighting	60	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 are "Standards of Engagement" that cover the core ILO conventions. -It does not meet the hours of work standards -It does not include living wage requirements	50	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.adidas-group.com/en/sustainability/Overview/our_standards/standards_of_engagement.asp</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production <i>Standards of Engagement</i>	100	20
Section total score / section weighting	70	X 15%

3. Stakeholder Engagement

3.1 Membership of multi-stakeholder processes -Member of FLA	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Ongoing engagement with NGOs and trade unions including engagement in the country of supply. <i>http://www.adidas-group.com/en/sustainability/stakeholders/ways_we_engage/participation_and_collaboration/default.asp</i>	75	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process - has internal confidential reporting channel <i>p. 72, 2006 FLA Annual Report</i>	66.7	40
Section total score / section weighting	79.2	X 20%

4. Management

4.1 Resource Commitment - Compliance program administered by Global Director of Social & Environmental Affairs which reports to General Counsel and the Board. (FLA Report 2006)	100	25
4.2 Training for buying agents - Some evidence of training for sourcing staff, but it is not clear if this is ongoing. <i>p.19, http://www.adidas-group.com/en/sustainability/_downloads/social_and_environmental_reports/taking_on_the_challenges_social_and_environmental_report_2004.pdf</i>	50	25
4.3 Training for factory management personnel and workers - training for workers and management, but it's unclear if this is ongoing and scheduled. <i>Sustainability website content package (http://www.adidas-group.com/en/sustainability/_downloads/social_and_environmental_reports/adidas_sustainability_website_content_march2006.pdf)</i>	66.7	25
4.4 Rewards and Incentives -"The SOE (Standards of Engagement) is an integral part of the Global Operations cumulative factory rating system and ensures that customer demands and competitive advantage are achieved in a responsible environment" <i>"Connected by Football" (http://www.adidas-group.com/en/sustainability/_downloads/social_and_environmental_reports/connected_by_football_social_and_environmental_report_2005.pdf)</i>	50	25
Section total score / section weighting	66.7	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 supply chain <i>Standards of Engagement</i>	100	15
5.2 Status of the Audit Schedule -An auditing workplan is currently being implemented. Also subject to FLA auditing plan. <i>Connected by Football</i>	100	5
5.3 Public Disclosure of Manufacturing Sites -Some disclosure of factory locations to stakeholders in specific circumstances, as well as disclosure of factories producing for the collegiate market through FLA. <i>p.8, Connected by Football</i>	33.3	10
5.4 Transparency of the Labour Standards Auditing Methodology -Discussion of "strategic monitoring" involving more intensive study of key risks in each factory. Although these auditing methods appear to exceed basic checklist auditing, more details on the specific techniques used should be made publicly available. <i>http://www.adidas-group.com/en/sustainability/suppliers_and_workers/monitoring_compliance/default.asp</i>	100	15
5.5 External Verification of Labour Standard Audits -14 audits conducted by FLA in 2005 but unclear if local NGOs or trade unions consistently involved. Some additional auditing work with NGO involvement as part of Jo-In Project in Turkey. <i>http://www.adidas-group.com/en/sustainability/suppliers_and_workers/verifying_compliance/default.asp; p.13, Connected by Football</i>	66.7	20
5.6 Reporting the Results of Audits of Labour Standards in the Supply Chain -FLA tracking charts show audit results on a factory level. - some aggregate data available on adidas website: <i>(http://www.adidas-group.com/en/sustainability/performance_data/default.asp)</i>	60	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>http://www.adidas-group.com/en/sustainability/suppliers_and_workers/enforcing_compliance/default.asp</i>	100	15
Section total score / section weighting	78.7	X 35%

Total Score **73** /100



American Eagle Outfitters Inc.

Banners: American Eagle Outfitters
Type of company: Public, NASDAQ: AEOS
Notes: 869 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 CSR issues but not clear if this includes responsibility for ethical issues in the supply chain. <i>(http://phx.corporate-ir.net/phoenix.zhtml?c=81256&p=irol-SocialResponsibility)</i>	33	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -reputational and operational risks from failure to comply with labour standards are specifically addressed in 10-K filing dated April 5, 2006.	100	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>	50	30
Section total score / section weighting	58.2	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 -"contractually requires all suppliers to meet our global workplace standards...as set forth in our Code of Conduct" <i>p. 4, 10-K filing dated April 5, 2006</i>	100	20
Section total score / section weighting	55	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	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Participated in joint open letters regarding labour and human rights issues in Mexico and Philippines <i>http://www.maquilasolidarity.org/alerts/Letter%20to%20Governor%20Marin%20Torres%20Mar%202006.pdf</i>	25	30
3.3 Worker and third party complaints - No reported evidence	0	40
Section total score / section weighting	7.5	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	25
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>	100	25
4.3 Training for factory management personnel and workers -"A majority of our suppliers also conduct in-country training at the manufacturing facilities. This includes, but is not limited to, training on labor standards and security." <i>Corporate Social Responsibility Page, see above link</i>	33.3	25
4.4 Rewards and Incentives -No reported evidence	0	25
Section total score / section weighting	58.3	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, 2005 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 -There is no reported evidence of input from NGOs or labour in the country of supply <i>Corporate Social Responsibility Page, see above link</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	36.7	X 35%

Total Score **40** /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	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 -No reported evidence	0	25
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	25
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



Eddie Bauer

Corporate banners: Eddie Bauer
Type of company: Public, EBHI: NASD

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 -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 (http://www.fairlabor.org/all/about/FLAcharter.pdf)</i>	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 "Factory Workplace Code of Conduct" -It covers the core ILO conventions but limits the company's commitment to: -Child labour: <i>"No person shall be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15."</i> -It allows exceptions to the hours of work standards for "extraordinary circumstances" without defining them. -It does not include living wage requirements	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -Code is available on their website <i>http://investors.eddiebauer.com/responsibility/global_labor.cfm</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production. <i>http://investors.eddiebauer.com/responsibility/global_labor.cfm</i>	100	20
Section total score / section weighting	55	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of FLA	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -There is evidence of engagement over time with NGOs including in the country of manufacture <i>p.100, 2005 FLA Annual Report; p.67, 2006 FLA Annual Report</i>	75	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process	66.7	40
Section total score / section weighting	79.2	X 20%

4. Management

4.1 Resource commitment -There is a Director of Public Affairs and Corporate Social Responsibility in charge of their Global Labor Practices program, but they are more than 2 reporting levels from the Board. <i>p. 66, 2006 FLA Annual Report</i>	50	25
4.2 Training for buying agents -evidence of ongoing training programs for sourcing staff. <i>p. 67, 2006 FLA Annual Report; p.27, 2003 FLA Annual Report; 2004 FLA Annual Report</i>	100	25
4.3 Training for factory management personnel and workers -Some reported evidence of training for factory management; no reported evidence of training for workers. <i>p. 26, 2003 FLA Annual Report</i>	33.3	25
4.4 Rewards and incentives -No reported evidence	0	25
Section total score / section weighting	45.8	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. http://investors.eddiebauer.com/responsibility/global_labor.cfm	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. 66, 2006 FLA Annual 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 - FLA auditing methodology is available through www.fairlabor.org and follows generally accepted practices. - Methodology used by internal monitors or other third party monitors is not publicly available	100	15
5.5 External verification of labour standard audits -Fair Labor Association audited 8 facilities in 2005. <i>p. 66, 2006 FLA Annual Report</i>	66.7	5
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 (www.fairlabor.org)</i>	60	20
5.7 Dealing with non-compliance -There is a staged approach for dealing with non-compliance with the code. http://investors.eddiebauer.com/responsibility/global_labor.cfm ; p.28, 2003 FLA Annual Report	100	15
Section total score / section weighting	75.3	X 35%

Total Score **63** /100



The Forzani Group Ltd.

Corporate banners: Sport Check, Sports Experts, Sport Mart, Coast Mountain Sports, National Sports
Franchise banners: Sports Experts, Intersport, Econosports, 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	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 -No reported evidence	0	25
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	25
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 (p.8, 2004 CSR report)	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 -Have developed factory rating system to identify risk in the supply chain. http://www.gapinc.com/public/SocialResponsibility/sr_fac_wwf_rf.shtml	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 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. <i>GAP code of vendor conduct, see above link</i>	100	20
Section total score / section weighting	40	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of Ethical Trading Initiative (ETI) and Social Accountability International (SAI) www.ethicaltrade.org , 2005 Annual report, http://www.gapinc.com/public/SocialResponsibility/sr_fac_partner.shtml	100	30
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, also: http://www.gapinc.com/public/SocialResponsibility/sr_fac_partner.shtml</i>	75	30
3.3 Worker and third party complaints - workers and third parties have access to Ethical Trading Initiative third party complaints process. Some facilities that are SA8000 certified may also be covered by third party processes under the SAI program.	66.7	40
Section total score / section weighting	79.2	X 20%

4. Management

4.1 Resource Commitment -There is a VP of Social Responsibility whose 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	25
4.2 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>	50	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 - Have developed an integrated Vendor Scorecard which includes labour standards along with issues like speed and quality when considering where to place orders. <i>Annual Report 2005 p. 11</i>	50	25
Section total score / section weighting		66.7 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 2005, audits were conducted in 96% of supply chain factories <i>p. 11, 2005 Annual 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 and a commitment to developing these efforts over time. <i>p.20-21, 2003 CSR Report http://ccbn.mobular.net/ccbn/7/645/696/index.html</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>	60	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		82 X 35%

Total Score 71 /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	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 -No reported evidence	0	25
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	25
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	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 -No reported evidence	0	25
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	25
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



HBC

Banners: The Bay, Zellers, Home Outfitters

Type of company: Private

Notes:

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 evidence of a board member with explicit responsibility for ethical issues in the supply chain. http://www.hbc.com/hbc/socialresponsibility/sourcing/	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>HBC Annual Information Form 2005, p. 10</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 -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. 39, 2005 CSR Report</i>	100	30
Section total score / section weighting	76.7	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 "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 favour <i>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 http://www.hbc.com/hbc/socialresponsibility/sourcing/	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production -"we will only engage business partners who demonstrate a commitment...to meet our requirements stated in this code" <i>See above link</i>	100	20
Section total score / section weighting	55	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	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain --HBC is a member of various initiatives including: CBSR, BSCI, the UN Global Compact, and CRART. - Reports engagement with KAIROS, MSN and Play Fair at the Olympics	50	30
3.3 Worker and third party complaints - No reported evidence	0	40
Section total score / section weighting		15 X 20%

4. Management

4.1 Resource Commitment -There is a Senior Manager in the Social Compliance Department but it is unclear how many reporting levels s/he is from the Board http://www.hbc.com/hbc/socialresponsibility/sourcing/	50	25
4.2 Training for Buying agents -Company has training for HBC's buyers to explain the principles of HBC's code of vendor conduct and the company's auditing programs. <i>p.36-37, 2005 CSR report</i>	100	25
4.3 Training for factory management personnel and workers -No reported evidence of training for factory management personnel or factory workers	0	25
4.4 Rewards and Incentives -No reported evidence	0	25
Section total score / section weighting		37.5 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. 38-39, 2005 CSR Report</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented <i>p. 38, 2005 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. <i>p. 38, 2005 CSR Report</i>	100	15
5.5 External verification of labour standard audits -Third party audits conducted by Intertek Labtest and Independent Global Compliance Services. -There is no reported evidence of input from NGOs or labour in the country of supply <i>p. 38, 2005 CSR Report</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 for a sample of factories with 3 audits in 18 months. No specific figures are provided on findings by workplace, country or geographic region. <i>p. 39-40, 2005 CSR report</i>	20	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. 38: 2005 CSR report</i>	100	15
Section total score / section weighting		60.7 X 35%

Total Score **48** /100



H&M

Corporate banners: H&M

Type of company: Public, H&M B: OM Stockholm

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 - Number and extensiveness of audits determined by risk assesment of the countries of manufacture, number of employees, and commercial significance to H&M p.6, 2005 CSR Report (http://www.hm.com/filearea/corporate/fileobjects/pdf/common/COMMON_CSRREPORT_PART1_SOCIAL_PDF_1157098062729.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 Code of Conduct - It limits the company's commitment to freedom of association: "We don't accept any disciplinary actions from the factory against workers who choose to peacefully <i>and lawfully</i> organise or join an association" - It does not meet the hours of work standard - it does not have a living wage standard	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -Available in numerous languages on H&M website http://www.hm.com/ca/corporateresponsibility/downloads_downloads.nhtml	100	20
2.3 Application of the code for supply chain labour standards -Standards apply to the entire breadth of production p.2, 2005 CSR Report	100	20
Section total score / section weighting	55	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of FLA (http://www.fairlabor.org/all/news/updates/2006320.pdf)	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -There is evidence of engagement with NGOs and labour over time, including in the country of manufacture 2005 CSR Report	75	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process. - Workers are also given H&M contact information during audit interviews. p.6, 2005 CSR Report	66.7	40
Section total score / section weighting	79.2	X 20%

4. Management

4.1 Resource commitment -There is a VP of Corporate Social Responsibility, one of 10 senior executives <i>(Annual Report 2005, p. 49)</i>	100	25
4.2 Training for buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -There is training for workers and management but it is unclear whether it is ongoing. <i>p.18, 2005 CSR Report; p. 32, 2005 Annual Report</i>	66.7	25
4.4 Rewards and incentives -Code of conduct ranking is a factor in overall supplier evaluation. <i>p.40, 2005 CSR Report</i>	50	25
Section total score / section weighting	54.2	X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -There is an internal monitoring program and FLA external audits	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>pp.12-14, 2005 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 <i>p. 6, 2005 CSR Report</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.	66.7	5
5.6 Reporting the results of audits of labour standards in the supply chain -There is some disclosure and analysis of aggregate audit results, and factory-specific results from FLA audits will be made available. <i>p.15-16, 2005 CSR Report; www.fairlabor.org</i>	60	20
5.7 Dealing with non-compliance -There is a staged approach for dealing with non-compliance <i>p.17, 2005 CSR Report</i>	100	15
Section total score / section weighting	75.3	X 35%

Total Score **64** /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	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 -No reported evidence	0	25
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	25
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



La Senza Corporation

Type of company: Public, TSX: LSZ.SV

Note: The Limited Brands recently announced a take-over of La Senza

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 <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://lasenzacorporation.com/en/pdfs/ethical_code.pdf</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production <i>Social Responsibility statement, see above link</i>	100	20
Section total score / section weighting	100	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 -Mention of an Ethical Standards manager, although there is no information publicly available as to where they are with relation to the board. http://lasenzacorporation.com/en/soc_resp.html	50	25
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	25
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 -There is a commitment to auditing every new factory and re-auditing all current factories. http://lasenzacorporation.com/en/soc_resp.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 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 23 /100



Le Château Inc.

Type of company: Public, TSX: CTU.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	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 -No reported evidence	0	25
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	25
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

1.1 Board level responsibility for ethical issues in the supply chain -The "Corporate Citizenship" board sub-committee is responsible for ethical issues in the supply chain <i>(2006 10-k, p. 126)</i>	100	40
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>(2006 10-k, p. 17)</i>	100	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 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/Downloads/GSOG.pdf</i>	100	30
Section total score / section weighting	100	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 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 in line 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, http://levistrauss.com/Downloads/TOEGuidebook2005.pdf</i>	50	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>http://levistrauss.com/Downloads/GSOG.pdf</i>	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production and to licensees <i>10-K (Feb 14, 2006), p. 9</i>	100	20
Section total score / section weighting	70	X 15%

3. Stakeholder Engagement

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>	100	30
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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. Engagement with NGOs and trade unions through MFA Forum, Better Factories Cambodia Project, Bulgaria Apparel Project. Also Business for Social Responsibility and Centre for Corporate Citizenship. http://levistrauss.com/Citizenship/ProductSourcing/InitiativesAndWorkingGroups.aspx	75	30
3.3 Worker and third party complaints - workers and third parties have access to Ethical Trading Initiative third party complaints process and are provided no-cost contact information for local Levis assessors in their own language. http://www.levistrauss.com/Citizenship/ProductSourcing/CodeApplication/FactoryAssessment.aspx	66.7	40
Section total score / section weighting		79.2 X 20%

4. Management

4.1 Resource commitment - has a Vice President for the Global Code of Conduct, two reporting levels from the Board http://www.levistrauss.com/Citizenship/ProductSourcing/CodeApplication/FactoryAssessment.aspx	100	25
4.2 Training for buying agents - conducts training sessions for buying agents, merchandisers and product development managers http://levistrauss.com/Citizenship/ProductSourcing/CodeApplication/TrainingAndTools.aspx	100	25
4.3 Training for factory management personnel and workers - LS&Co provides training for factory management and either directly or through NGOs, provides training for factory workers. Has also established a two-day training program and guidebook for factory management on managing to meet the company's labour standards. It's not clear if this is ongoing and scheduled. (http://levistrauss.com/Citizenship/ProductSourcing/Issues/SupplierOwnership.aspx) (http://levistrauss.com/Citizenship/ProductSourcing/CodeApplication/FactoryRelationship.aspx)	66.7	25
4.4 Rewards and incentives -Suppliers performance on labour standards is an explicit factor in decisions about where to place orders but there are no positive incentives for meeting or exceeding standards. http://levistrauss.com/Citizenship/ProductSourcing/Issues/IntegratingTOE.aspx	50	25
Section total score / section weighting		79.2 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -Annual assessments of all contract factories. http://levistrauss.com/Citizenship/ProductSourcing/CodeApplication/FactoryAssessment.aspx	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/Citizenship/ProductSourcing/CodeApplication/FactoryRelationship.aspx	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/Citizenship/ProductSourcing/Issues/FactoryNamesAndLocations.aspx	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/Citizenship/ProductSourcing/CodeApplication/FactoryAssessment.aspx	100	15
5.5 External verification of labour standard audits -Some external audits are conducted by Verité and 70 individual third-party monitors. -There is some reported evidence of input from local NGOs but it is unclear how systematic this involvement is. http://levistrauss.com/Citizenship/ProductSourcing/CodeApplication/FactoryAssessment.aspx http://www.verite.org/services/main.html	66.7	20
5.6 Reporting the results of audits of labour standards in the supply chain -Some case studies available but no ongoing presentation of audit results	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/Citizenship/ProductSourcing/CodeApplication/PerformanceAndRemediation.aspx p. 4, TOE Guidebook: http://levistrauss.com/Downloads/TOEGuidebook2005.pdf	100	15
Section total score / section weighting		73.3 X 35%

Total Score 78 /100



Liz Claiborne Inc.

Banners: 28 apparel brands, including Liz Claiborne, Mexx, DKNY Jeans, 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 -The Nomination and Governance Committee is responsible for "standards of engagement (human rights and factory screening and monitoring)" http://media.corporate-r.net/media_files/irol/82/82611/governance/governance_committee_charter_031505.pdf	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor - mention in the annual report and accounts of labour standards issues as a risk factor p. 62, http://library.corporate-ir.net/library/82/826/82611/items/194530/Annual%20Report_full.pdf	66.7	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -Prioritized internal audits based on country risk and previous compliance record p. 72, 2006 FLA Annual Report	100	30
Section total score / section weighting		
	90	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 "Suppliers must adhere to Liz Claiborne's Standards of Engagement" <i>See above link</i>	100	20
Section total score / section weighting		
	70	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) www.fairlabor.org	100	30
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, China and Hong Kong. It is unclear whether this engagement is taking place over time. p. 72, 2006 FLA Annual Report	25	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process - has internal confidential reporting channel p. 72, 2006 FLA Annual Report	66.7	40
Section total score / section weighting		
	64.2	X 20%

4. Management

4.1 Resource Commitment -VP of Human Rights Compliance is responsible for compliance activities -This person is two reporting levels from the board <i>p. 71, 2006 FLA Annual Report</i>	100	25
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	0	25
4.4 Rewards and Incentives -No reported evidence	0	25
Section total score / section weighting		25 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. 71, 2006 FLA Annual 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 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. -13 factories audited by FLA in 2005 <i>p. 71, 2006 FLA 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>	60	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		70.3 X 35%

Total Score **62** /100



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



Mark's Work Wearhouse

Banners: Mark's Work Wearhouse, L'Equipeur
 Type of company: Public, TSX: CTR

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 Committee" with responsibility for ethical issues in the supply chain. <i>p. 24, 2006 Annual Information Form (http://www.corporate-ir.net/media_files/tor/ctr.a.to/reports/033106AIF.pdf)</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. 77, 2005 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	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	25	60
2.2 Publication and availability of the code for labour standards in the supply chain -It is published on their website <i>2006 Supplier Code of Business Conduct, 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 <i>p.3 2006 Supplier Code of Business Conduct (see link above)</i>	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 - Has a complaints line but not clear that calls can be made in the workers spoken language <i>p.8 2006 Supplier Code of Business Conduct (see link above)</i>	0	40
Section total score / section weighting	0	X 20%

4. Management

4.1 Resource Commitment -There is a "Social Compliance Officer," but it is not clear how many reporting levels they are from the Board. <i>pg. 3, MWW Social Compliance Process Report, Sept. 2006</i> http://www2.marks.com/documents/SocialComplianceProcess.pdf	50	25
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	25
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 -Committed to auditing all sourcing facilities. <i>p.22, 2006 Annual Information Form</i>	100	15
5.2 Status of the audit schedule -An auditing workplan has been scheduled and is currently being implemented <i>p. 4, Social Compliance Process document, 2006.</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. http://www2.marks.com/documents/MarksStandardCodeProvisions.pdf	100	15
5.5 External verification of labour standard audits -Mention of third party auditors. -There is no reported evidence of input from NGOs or labour in the country of supply <i>Audit policy statements, http://www2.marks.com/csrpolicies.asp</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -Disclosure and quantitative analysis of aggregate findings http://www2.marks.com/documents/SocialComplianceProcess.pdf	40	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. 5-6, Social Compliance Process document, 2006.</i>	100	15
Section total score / section weighting	64.7	X 35%

Total Score **39** /100



Mountain Equipment Co-operative

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

Notes:

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 Community Involvement Committee has explicit responsibility for ethical sourcing. <i>2005 Accountability Report, p.21</i> http://images.mec.ca/media/Images/pdf/MEC_Accountability_Report_v1_m56577569830608499.pdf	100	40
1.2 Reporting of labour standards issues in the supply chain as a risk factor -Mention of labour standards issues as a risk factor on the company website. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162848637198	33.3	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain - MEC's Supply Chain Country Risk Initiative rates factories based on audit results and country risks. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162848637198 -In addition, 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	80	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 <i>p.3, 2005 Ethical Sourcing Report</i> http://images.mec.ca/media/Images/pdf/MEC_Ethical_Sourcing_Report_v1_m56577569830602543.pdf	100	20
Section total score / section weighting	85	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of the Fair Labour Association (FLA) <i>p. 18, 2005 Accountability Report</i>	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain - Ongoing stakeholder engagement is taking place in the home country <i>p. 2, 2005 Ethical Sourcing Report, p21 2005 Accountability Report</i>	50	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process. MEC has also instituted a channel for worker complaints. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162852459537	66.7	40
Section total score / section weighting	71.7	X 20%

4. Management

4.1 Resource Commitment -There is an Ethical Sourcing Manager, reporting directly to the CEO <i>p. 18, 2005 Accountability Report</i>	100	25
4.2 Training for Buying agents -There is training for any MEC staff in regular contact with factories, including buyers, designers, production associates, and quality assurance technicians. http://www.mec.ca/Main/content_text.jsp?FOLDER%3C%3Efolder_id=2534374302883130&bmUID=1162848637198	100	25
4.3 Training for factory management personnel and workers -No reported evidence	0	25
4.4 Rewards and Incentives -Have developed an Ethical Sourcing Scorecard which is integrated into supplier review process. "It will factor the competing demands we put on a factory". <i>p.7, 2005 Ethical Sourcing Report</i>	50	25
Section total score / section weighting	62.5	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. Commitment to begin auditing non-private label brands in 2008. <i>p. 17, 2005 Accountability Report</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented -Every factory is audited at least once every two years. FLA also conducts independent audits. <i>p. 17, 2005 Accountability Report</i>	100	5
5.3 Public disclosure of manufacturing sites -Commitment to disclose factory locations in 2008. <i>p. 21, 2005 Accountability Report</i>	0	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices <i>p. 18, 2005 Accountability Report</i> -FLA audit methodology available through website (www.fairlabor.org) www.fairlabor.org	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 www.fairlabor.org	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 not yet available but audits have been completed and will be made available. <i>p.5-6, 2005 Ethical Sourcing Report, www.fairlabor.org</i>	60	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.7, 2005 Ethical Sourcing Report</i>	100	15
Section total score / section weighting	75.3	X 35%

Total Score **74** /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. 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.21-22, FLA Charter document http://www.fairlabor.org/all/about/FLAcharter.pdf; 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>	50	20
Section total score / section weighting	45	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	30
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.	50	30
3.3 Worker and third party complaints - workers and third parties have access to FLA third party complaints process	66.7	40
Section total score / section weighting	71.7	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	25
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 -Use a "balanced scorecard" wherein compliance issues are considered alongside with cost, delivery and quality when choices are made about sourcing. <i>FY04 report, pps 10-14</i>	50	25
Section total score / section weighting		54.2 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>	60	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		82 X 35%

Total Score **68** /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/vr4-web-site/aboutGlobalSourcing.jsp.vr	100	20
2.3 Application of the code for supply chain labour standards -Applies to entire supply chain -"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" http://northernreflections.com/vr4-web-site/aboutGlobalSourcing.jsp.vr	100	20
Section total score / section weighting		40 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 -No reported evidence	0	25
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	25
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 **6** /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 -There is evidence of a systematic analysis of labour standards as a risk factor	100	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	30	X 15%

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	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Participated in joint open letters regarding labour and human rights issues in Mexico and Philippines http://www.maquilasolidarity.org/alerts/Letter%20to%20Governor%20Marin%20Torres%20Mar%202020%2006.pdf	25	30
3.3 Worker and third party complaints - No reported evidence	0	40
Section total score / section weighting	7.5	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	25
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	25
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



Reebok

Type of company: Reebok is now part of the adidas Group of companies. The information in this report card relates to its 2005 reporting.

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 -A risk analysis of labour issues in the supply chain is conducted. <i>p. 19, 2005 Reebok Human Rights Report</i> <i>(http://www.reebok.com/Static/global/initiatives/rights/pdf/Reebok_HRReport2005.pdf)</i>	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 are "Human Rights Production Standards" which cover the core ILO conventions. - does not meet the hours of work standard (specifies 60 hours per week rather than 48 regular hours plus 12 hours overtime) - does not have a living wage standard	50	60
2.2 Publication and availability of the code for labour standards in the supply chain -Available on company website <i>http://www.reebok.com/Static/global/initiatives/rights/business/standards.html</i>	100	20
2.3 Application of the code for supply chain labour standards -Standards apply to entire breadth of production <i>http://www.reebok.com/Static/global/initiatives/rights/business/standards.html</i>	100	20
Section total score / section weighting	70	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Member of FLA	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -There is evidence of engagement over time including in the country of supply <i>p. 22, 46-28, 53, 2005 Reebok Human Rights Report</i>	75	30
3.3 Worker and third party complaints - Workers and third parties have access to FLA complaints process. Local Reebok staff contact information is posted on factory walls. <i>http://www.reebok.com/Static/global/initiatives/rights/business/standards.html</i> - Reebok also reports that it refers complaints to local worker representatives to deal with management directly. (<i>http://www.reebok.com/Static/global/initiatives/rights/business/worker_empower.html</i>)	66.7	40
Section total score / section weighting	79.2	X 20%

4. Management

4.1 Resource commitment -VP of Human Rights Program reports to the CEO and Chairman of the Board <i>p. 85, 2006 FLA Annual Report</i>	100	25
4.2 Training for buying agents -"provide[s] human rights training for our sourcing and production teams, as well as external partners including agents and factory managers." <i>(http://www.reebok.com/Static/global/initiatives/rights/business/bcfret.html)</i>	100	25
4.3 Training for factory management personnel and workers -Requires factories to institute worker training programs on Reebok's standards and audits results. Various worker and management training programs reported consistently over a number of years, and factory management training stated as a key requirement of the Reebok labour standards compliance program. <i>FLA 2004 Report (http://www.fairlabor.org/2004report/companies/participating/complianceProgram_reeb.html) p. 86, 2006 FLA Annual Report; p.33 2005 Reebok Human Rights Report; http://www.reebok.com/Static/global/initiatives/rights/business/essay_fa.html</i>	100	25
4.4 Rewards and incentives -labour standards compliance is an explicit positive factor in decisions about where to place orders. <i>p. 10-14, 2005 Reebok Human Rights Report</i>	50	25
Section total score / section weighting		87.5 X 20%

5. Supply Chain Auditing and Reporting

5.1 Commitment to auditing labour standards in the supply chain -commitment to auditing across the entire breadth of the supply chain. <i>p.11,21, 2005 Reebok Human Rights Report</i>	100	15
5.2 Status of the audit schedule -an auditing work plan has been scheduled and is currently being implemented <i>p.32, 2005 Reebok Human Rights Report</i>	100	5
5.3 Public disclosure of manufacturing sites -Has disclosed the names and addresses of all manufacturing sites <i>www.reebok.com/static/global/initiatives/rights/pdf/reebok_hr_factorylists.pdf</i>	100	10
5.4 Transparency of the labour standards auditing methodology -The auditing methodology is publicly available and follows generally accepted practices <i>http://www.reebok.com/Static/global/initiatives/rights/business/factory_am.html</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>www.fairlabor.org</i>	66.7	5
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>http://www.fairlabor.org/all/transparency/reports.html</i> There is some reporting to workers but not audit results: "In 2003, we began to refer issues reported by workers to appointed workers' representatives and encouraged them to resolve issues directly with factory management. In these factories, management agreed to post the reported concerns and actions taken to address them on a notice board." <i>http://www.reebok.com/Static/global/initiatives/rights/business/worker_empower.html</i>	60	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.23, 2005 Reebok Human Rights Report</i>	100	15
Section total score / section weighting		85.3 X 35%

Total Score 77 /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 a Code of Conduct but it qualifies commitments to more than one ILO convention (p. 9-10, http://www.sedar.com/DisplayCompanyDocuments.do?lang=EN&issuerNo=00002316)	0	60
2.2 Publication and availability of the code for labour standards in the supply chain - Code of Conduct is available on SEDAR website but not company websites.	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire supply chain	100	20
Section total score / section weighting	40	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 -No reported evidence	0	25
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	25
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 **6** /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 -It does not include a living wage requirement -It does not meet the hours of work standards (allows exceptions for "extraordinary circumstances" without defining them.	50	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: <i>Workplace Code of Conduct (http://www.roots.com/new_canada/html/about_us/RootsCodeofConduct.pdf)</i>	100	20
2.3 Application of the code for supply chain labour standards -Applies to entire supply chain -"Roots has developed this Workplace Code of Conduct ("Code"), which sets forth the basic minimum requirements that all suppliers must meet in order to do business with Roots." <i>Workplace Code of Conduct</i>	100	20
Section total score / section weighting	70	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 -Mention of engagement with MSN and OXFAM but it is not clear if engagement is over time. -No mention of engagement with NGOs onsite. <i>http://www.roots.com/new_canada/html/pr_open_letter.shtml</i>	25	30
3.3 Worker and third party complaints - No reported evidence	0	40
Section total score / section weighting	7.5	X 20%

4. Management

4.1 Resource Commitment -No reported evidence	0	25
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	25
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	36.7	X 35%

Total Score **27** /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 covers the core ILO conventions but limits the company's commitment to freedom of association: "Vendors are required to respect the rights of workers to establish and join a <i>legal</i> organization of their own choosing" -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 https://images-na.ssl-images-amazon.com/images/G/01/00/10/00/18/83/53/100018835349.pdf?searsBrand=core	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production. <i>See above link</i>	100	20
Section total score / section weighting	55	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 **8** /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	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 -No reported evidence	0	25
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	25
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



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	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. 15, March 2006 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	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: <i>Favours</i> 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>p.28-29, 2005 Report on Ethical Sourcing (http://walmartstores.com/Files/05_ethical_source.pdf)</i>	100	20
2.3 Application of the code for supply chain labour standards -Supplier Standards apply to entire supply chain <i>p.28, 2005 Report on Ethical Sourcing (http://walmartstores.com/Files/05_ethical_source.pdf)</i>	100	20
Section total score / section weighting	40	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -No reported evidence of membership in a multi-stakeholder initiative that includes representation from both NGOs and labour.	0	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -Mention of engagement with NGOs but it is unclear from public reporting whether this is ongoing or ad-hoc. No mention of in-country engagement with NGOs or trade unions. <i>p.20, 2005 Report on Ethical Sourcing</i>	25	30
3.3 Worker and third party complaints - has a Global Ethics Helpline with 38 local numbers worldwide with local language support. <i>p. 22, 2005 Report on Ethical Sourcing</i>	33.3	40
Section total score / section weighting	20.8	X 20%

4. Management

4.1 Resource Commitment -There is a President of Global Procurement who is responsible for Wal-Mart's Ethical Standards Program and reports to the CEO <i>p. 1 and 6, 2005 Report on Ethical Sourcing</i>	100	25
4.2 Training for Buying agents -There is no mention of training for buyers in 2005.	0	25
4.3 Training for factory management personnel and workers -In 2005, Wal-Mart associates trained 11,000 suppliers and factory managers. There is mention of regular training sessions for both suppliers and factory management to increase their familiarity with the requirements... -There is no evidence of training for factory workers <i>p. 8, 2005 Report on Ethical Sourcing</i>	33.3	25
4.4 Rewards and Incentives - decreases auditing for factories that achieve higher ratings in earlier assessments, but no reports of positive incentives or incorporation of labour rights performance as an explicit positive factor in sourcing decisions.	0	25
Section total score / section weighting		33.3 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.4, 2005 Report on Ethical Sourcing</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented <i>p.10, 2005 Report on Ethical Sourcing</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 <i>p.17, 2005 Report on Ethical Sourcing</i>	100	15
5.5 External verification of labour standard audits - Third party audits carried out by: Accordia, Bureau Veritas, Cal Safety Compliance Corporation, Global Social Compliance, Intertek Testing Services and Société Générale de Surveillance. - No evidence of input by NGO's or trade unions in county of supply <i>p.11, 2005 Report on Ethical Sourcing</i>	33.3	20
5.6 Reporting the results of audits of labour standards in the supply chain -There disclosure and analysis of aggregate audit findings -There is no reported disclosure or analysis of audit findings at the factory level <i>p. 12-16, 2005 Report on Ethical Sourcing</i>	40	20
5.7 Dealing with non-compliance -There is reference to handling non-compliance with the code. -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. 10-11, 2005 Report on Ethical Sourcing</i>	66.7	15
Section total score / section weighting		59.7 X 35%

Total Score 40 /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	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 -there is reported evidence of ongoing risk analysis of labour standards issues in the company's supply chain http://www.tjx.com/corprespons/vendorcomp.html	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 Vendor Code of Conduct -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 where such rights are recognized by law." -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 http://www.tjx.com/corprespons/vendorcomp_code.html	100	20
2.3 Application of the code for supply chain labour standards -Code applies to entire breadth of production <i>see above link</i>	100	20
Section total score / section weighting	40	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 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	50	25
4.2 Training for Buying agents -There is mention of buying agent training and a commitment to ongoing training. <i>see above link</i>	100	25
4.3 Training for factory management personnel and workers -There is evidence of training for factory management personnel on an ongoing basis, but no mention of training of factory workers. <i>see above link</i>	33.3	25
4.4 Rewards and Incentives -No reported evidence	0	25
Section total score / section weighting		45.8 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 http://www.tjx.com/corprespons/vendorcomp.html	100	15
5.5 External verification of labour standard audits -CSCC and Intertek conduct 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		51.7 X 35%

Total Score 36 /100



YM Inc.

Banners: Suzy Shier, Stitches, Urban Planet, Siblings, Raw Edge, Stitches Wearhouse outlet.

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	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 -No reported evidence	0	25
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	25
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



Zara (Inditex)

Corporate banners: Zara, Pull and Bear, Massimo Dutti, Bershka, Stradivarius, Oysho, Zara Home, Kiddy's Class
Type of company: Public, ITX: IBEX

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 -There is mention of labour standards issues as a risk factor in the annual reports.	66.7	30
1.3 Risk analysis of labour standards issues in the company's existing supply chain -There is evidence of a risk analysis of labour standards issues in the company's supply chain <i>p. 52-53, Social and Environmental Performance Report 2005.</i> http://www.inditex.com/en/downloads/Annual%20Report%20INDITEX%2005_Book%203.pdf	100	30
Section total score / section weighting	50	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 Conduct for External Manufacturers and Workshops" - The code is consistent with core ILO conventions - There is no living wage provision - There is no hours of work provision.	50	60
2.2 Publication and availability of the code for labour standards in the supply chain -Code is publicly available on the company website http://www.inditex.com/en/corporate_responsibility/social_dimension/code_conduct	100	20
2.3 Application of the code for supply chain labour standards -The standards apply to entire breadth of production. <i>p. 46, Social and Environmental Performance Report 2005</i>	100	20
Section total score / section weighting	70	X 15%

3. Stakeholder Engagement

3.1 Multi-stakeholder processes -Members of ETI <i>p. 54, Social and Environmental Performance Report 2005</i>	100	30
3.2 Engagement with NGOs and/or trade unions relating to labour standards in the supply chain -company reports involvement with MFA Forum and is involved in in-country engagement in Bangladesh, Lesotho and Morocco. <i>p. 46, Social and Environmental Performance Report 2005; http://www.mfa-forum.net/</i>	75	30
3.3 Worker and third party complaints - workers and third parties have access to Ethical Trading Initiative third party complaints process.	66.7	40
Section total score / section weighting	79.2	X 20%

4. Management

4.1 Resource commitment -No reported evidence	0	25
4.2 Training for buying agents -No reported evidence	0	25
4.3 Training for factory management personnel and workers -Some training for factory management. <i>p. 49, Social and Environmental Performance Report 2005</i>	33.3	25
4.4 Rewards and incentives -No reported evidence	0	25
Section total score / section weighting		8.3 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 supply chain <i>p. 46, Social and Environmental Performance Report 2005</i>	100	15
5.2 Status of the audit schedule -An auditing work plan has been scheduled and is currently being implemented <i>p. 48, Social and Environmental Performance Report 2005</i>	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 -There is third party involvement but no reported evidence of input from local NGOs. <i>p. 46, Social and Environmental Performance Report 2005</i>	33.3	5
5.6 Reporting the results of audits of labour standards in the supply chain -There is broad commentary on aggregate audit findings. <i>p. 50-51, Social and Environmental Performance Report 2005</i>	40	20
5.7 Dealing with non-compliance -There is a publicly available policy for handling instances of non-compliance but it does not include a staged approach to dealing with violations. <i>p. 47,49, Social and Environmental Performance Report 2005</i>	66.7	15
Section total score / section weighting		44.7 X 35%

Total Score **49** /100